



**UNITED STATES  
AIR FORCE**



# **OCCUPATIONAL SURVEY REPORT**



**AIRCREW EGRESS SYSTEMS  
AFSC 2A6X3**

**OSSN: 2408**

**MAY 2000**

**OCCUPATIONAL ANALYSIS PROGRAM  
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON  
AIR EDUCATION and TRAINING COMMAND  
1550 5th STREET EAST  
RANDOLPH AFB, TEXAS 78150-4449**

**APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED**

**DTIC QUALITY INSPECTED 4**

**20000721 057**

# DISTRIBUTION FOR AFSC 2A6X3 OSR

	<u>OSR</u>	<u>ANL</u> <u>EXT</u>	<u>AD</u> <u>TNG</u> <u>EXT</u>	<u>JOB</u> <u>INV</u>	<u>ANG/</u> <u>AFRC</u> <u>TNG</u> <u>EXT</u>
AFOMS/OMDQ	1				
AFOMS/OMYXI	10		5	10	3
CCAF/DFAX	1				
DEFENSE TECHNICAL INFORMATION CENTER	2				
HQ ACC/DPPT	3		3		
HQ AETC/DPSE	3		3		
HQ AETC/DOO	1				
HQ AFMC/DPEE	3		3		
HQ AFPC/DPAAD4	1				
HQ AFPC/DPPAC	1				
HQ PACAF/DPPET	2		2		
86 MSS/DPMAT	3		3		
HQ USMC/STANDARDS BRANCH	1				
HQ USAF/ILMM	1		1		
375 LSS/LGLTQ	1		1	1	
HQ AFRC/DPTS	5		1		5
HQ ANG/LGMM	3				3
361 TRS/TRR (501 MISSILE RD, STE 111, SHEPPARD AFB, TX 76311-2264, ATTN: MR. GOODING)	5	1	5	3	1
81 TRG/CCVT (825 HERCULES ST, STE 101, KEESLER AFB MS 39534-2037)	1		1		1

## TABLE OF CONTENTS

	<b><u>PAGE NUMBER</u></b>
<b>PREFACE</b> .....	ix
<b>SUMMARY OF RESULTS</b> .....	xi
<b>INTRODUCTION</b> .....	1
Background.....	1
<b>SURVEY METHODOLOGY</b> .....	2
Inventory Development .....	2
Survey Administration .....	2
Survey Sample.....	3
Task Factor Administration.....	4
<b>SPECIALTY JOBS</b> .....	5
Career Ladder Structure .....	5
Overview of Specialty Jobs.....	5
Group Descriptions .....	7
Comparison to Previous Study .....	11
<b>ANALYSIS OF DAFSC GROUPS</b> .....	12
Skill-Level Descriptions .....	12
Summary.....	13
<b>TRAINING ANALYSIS</b> .....	37
First-Enlistment Personnel .....	37
Training Emphasis (TE) and Task Difficulty (TD) Data .....	43
Specialty Training Standard (STS) .....	46
<b>JOB SATISFACTION ANALYSIS</b> .....	48
<b>IMPLICATIONS</b> .....	53

**THIS PAGE INTENTIONALLY LEFT BLANK**

**TABLE OF CONTENTS**  
(Tables, Figures, Appendices)

	<b><u>PAGE NUMBER</u></b>
<b>TABLE 1</b> COMMAND DISTRIBUTION OF AFSC 2A6X3 PERSONNEL.....	3
<b>TABLE 2</b> PAYGRADE DISTRIBUTION OF SURVEY SAMPLE .....	4
<b>TABLE 3</b> RELATIVE PERCENT TIME SPENT ON DUTIES BY 2A6X3 JOB GROUPS .....	9
<b>TABLE 4</b> SELECTED BACKGROUND DATA FOR 2A6X3 SPECIALTY JOBS .....	10
<b>TABLE 5</b> SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1997 SURVEYS .....	11
<b>TABLE 6</b> DISTRIBUTION OF 3-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING) .....	14
<b>TABLE 7</b> DISTRIBUTION OF 5-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING) .....	14
<b>TABLE 8</b> DISTRIBUTION OF 7-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING) .....	14
<b>TABLE 9</b> RELATIVE PERCENT TIME SPENT ON DUTIES BY 3-SKILL LEVEL DAFSC GROUPS .....	15
<b>TABLE 10</b> RELATIVE PERCENT TIME SPENT ON DUTIES BY 5-SKILL LEVEL DAFSC GROUPS .....	16
<b>TABLE 11</b> RELATIVE PERCENT TIME SPENT ON DUTIES BY 7-SKILL LEVEL DAFSC GROUPS .....	17
<b>TABLE 12</b> REPRESENTATIVE TASKS PERFORMED BY <u>AD</u> 2A633 PERSONNEL .....	18
<b>TABLE 13</b> REPRESENTATIVE TASKS PERFORMED BY <u>ALL</u> 2A653 PERSONNEL .....	19
<b>TABLE 14</b> REPRESENTATIVE TASKS PERFORMED BY <u>AD</u> 2A653 PERSONNEL .....	20
<b>TABLE 15</b> REPRESENTATIVE TASKS PERFORMED BY <u>ANG</u> 2A653 PERSONNEL.....	21
<b>TABLE 16</b> REPRESENTATIVE TASKS PERFORMED BY <u>AFRC</u> 2A653 PERSONNEL.....	22
<b>TABLE 17</b> TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSCs 2A633 AND 2A653 PERSONNEL (PERCENT MEMBERS PERFORMING).....	23

**TABLE OF CONTENTS (CONTINUED)**  
(Tables, Figures, Appendices)

	<b><u>PAGE</u></b> <b><u>NUMBER</u></b>
<b>TABLE 18</b> TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSC 2A653 AND ANG 2A653 PERSONNEL (PERCENT MEMBERS PERFORMING).....	24
<b>TABLE 19</b> TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSC 2A653 AND AFRC 2A653 PERSONNEL (PERCENT MEMBERS PERFORMING).....	25
<b>TABLE 20</b> TASKS WHICH BEST DIFFERENTIATE BETWEEN ANG DAFSC 2A653 AND AFRC 2A653 PERSONNEL (PERCENT MEMBERS PERFORMING).....	26
<b>TABLE 21</b> REPRESENTATIVE TASKS PERFORMED BY <u>ALL</u> 2A673 PERSONNEL .....	27
<b>TABLE 22</b> REPRESENTATIVE TASKS PERFORMED BY <u>AD</u> 2A673 PERSONNEL .....	28
<b>TABLE 23</b> REPRESENTATIVE TASKS PERFORMED BY <u>ANG</u> 2A673 PERSONNEL.....	29
<b>TABLE 24</b> REPRESENTATIVE TASKS PERFORMED BY <u>AFRC</u> 2A673 PERSONNEL.....	30
<b>TABLE 25</b> TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSCs 2A653 AND 2A673 PERSONNEL (PERCENT MEMBERS PERFORMING).....	31
<b>TABLE 26</b> TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSC 2A673 AND ANG 2A673 PERSONNEL (PERCENT MEMBERS PERFORMING).....	32
<b>TABLE 27</b> TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSC 2A673 AND AFRC 2A673 PERSONNEL (PERCENT MEMBERS PERFORMING).....	33
<b>TABLE 28</b> TASKS WHICH BEST DIFFERENTIATE BETWEEN ANG DAFSCs 2A653 AND 2A673 PERSONNEL (PERCENT MEMBERS PERFORMING).....	34
<b>TABLE 29</b> TASKS WHICH BEST DIFFERENTIATE BETWEEN AFRC DAFSCs 2A653 AND 2A673 PERSONNEL (PERCENT MEMBERS PERFORMING).....	35
<b>TABLE 30</b> TASKS WHICH BEST DIFFERENTIATE BETWEEN ANG DAFSC 2A673 AND AFRC 2A673 PERSONNEL (PERCENT MEMBERS PERFORMING) .....	36
<b>TABLE 31</b> RELATIVE PERCENT TIME SPENT ON DUTIES BY AFSC 2A6X3 FIRST-ENLISTMENT (1-48 MONTHS) PERSONNEL.....	39
<b>TABLE 32</b> REPRESENTATIVE TASKS PERFORMED BY AFSC 2A6X3 FIRST- ENLISTMENT (1-48 MONTHS) PERSONNEL.....	40
<b>TABLE 33</b> RELATIVE PERCENT TIME SPENT ON DUTIES BY AFSC 2A6X3 FIRST- JOB (1-24 MONTHS) PERSONNEL.....	41

**TABLE OF CONTENTS (CONTINUED)**  
(Tables, Figures, Appendices)

	<b><u>PAGE NUMBER</u></b>
<b>TABLE 34</b> REPRESENTATIVE TASKS PERFORMED BY AFSC 2A6X3 FIRST-JOB (1-24 MONTHS) PERSONNEL.....	42
<b>TABLE 35</b> TASKS RATED HIGHEST IN TRAINING EMPHASIS.....	44
<b>TABLE 36</b> TASKS RATED HIGHEST IN TASK DIFFICULTY (FIRST-JOB, FIRST- ENLISTMENT, AND TAFMS GROUPS).....	45
<b>TABLE 37</b> EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE GROUP MEMBERS AND NOT REFERENCED TO THE STS.....	47
<b>TABLE 38</b> COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS (PERCENT MEMBERS RESPONDING).....	49
<b>TABLE 39</b> COMPARISON OF CURRENT SURVEY AND PREVIOUS SURVEY BY TAFMS GROUPS (PERCENT MEMBERS RESPONDING) .....	50
<b>TABLE 40</b> COMPARISON OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS (PERCENT MEMBERS RESPONDING) .....	51
<b>TABLE 41</b> COMPARISON OF ANG/AFRC JOB SATISFACTION INDICATORS BY DAFSC GROUPS (PERCENT MEMBERS RESPONDING).....	52
<b>FIGURE 1</b> AFSC 2A6X3 CAREER LADDER SPECIALTY JOBS (N=457)... ..	6
<b>FIGURE 2</b> DISTRIBUTION OF 2A6X3 FIRST-ENLISTMENT PERSONNEL ACROSS SPECIALTY JOBS (N=95) .....	38
<b>APPENDIX A</b> SELECTED REPRESENTATIVE TASKS PERFORMED BY SPECIALTY JOB GROUPS.....	55

**THIS PAGE INTENTIONALLY LEFT BLANK**



## PREFACE

This report presents the results of an Air Force Occupational Survey of the Aircrew Egress Systems career ladder, Air Force Specialty Code (AFSC) 2A6X3. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by technical and training officials.

The survey instrument was developed by Lt Glen Smith. Computer programming support was provided by Mrs. Karen Tilghman and Ms. Dolores Navarro provided administrative support. First Lieutenant Christopher Buchanan analyzed the data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to AFOMS/OMYXI, 1550 5th Street East, Randolph Air Force Base, Texas 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our web site at <http://www.omsq.af.mil>.

JAMES M. COLLINS, Lt Col, USAF  
Commander  
Air Force Occupational Measurement Sq

JOSEPH S. TARTELL  
Chief, Occupational Analysis Flight  
Air Force Occupational Measurement Sq

**THIS PAGE INTENTIONALLY LEFT BLANK**

## SUMMARY OF RESULTS

1. **Survey Coverage:** The Aircrew Egress Systems career ladder was surveyed to provide current job and task data for use in updating career ladder documents and training programs. Survey results are based on responses from 457 AD, ANG, and AFRC respondents, which account for 56 percent of the total population surveyed.
2. **Specialty Jobs:** Three jobs were identified in the career ladder structure analysis. Two of them are totally oriented toward technical task performance of the egress systems maintenance and account for 94 percent of the population. One job was identified that is typically performed by senior-level NCOs and is primarily support, supervisory, and management in nature.
3. **Career Ladder Progression:** Skill-level progression for members of this AFSC is typical of most career ladders. Three-skill level personnel spend the vast majority of their job time performing technical tasks in the various egress jobs. At the 5-skill level, personnel are still heavily involved in egress technical tasks. Personnel at the 7-skill level begin to become involved with workcenter supervision. Air National Guard and Air Force Reserve 7-skill level personnel are more involved in technical tasks than their Active Duty counterparts.
4. **Training Analysis:** The current STS provides comprehensive coverage of the work performed by career ladder personnel. Some STS elements warrant review of proficiency coding based on survey data. Few tasks were not referenced to the STS.
5. **Job Satisfaction:** In general, job satisfaction among AFSC 2A6X3 personnel is low. Similar findings were noted when the current survey was compared to the previous survey and to the comparative sample of similar AFSCs. Respondents within the various aircrew egress maintenance job groups are far less satisfied with their jobs than their ANG/AFRC counterparts. First-enlistment personnel responded with very low reenlistment intentions compared to the comparative sample.
6. **Implications:** The current AFSC 2A6X3 career ladder structure reflects an overall normal job progression. Three specific jobs were identified in the career ladder accounting for 94 percent of the sample. Career ladder training documents are well supported by survey data. Overall, job satisfaction is low among career ladder incumbents. Reenlistment intentions for first-enlistment airmen are very low.

**THIS PAGE INTENTIONALLY LEFT BLANK**

**OCCUPATIONAL SURVEY REPORT (OSR)  
AIRCREW EGRESS SYSTEMS  
(AFSC 2A6X3)**

**INTRODUCTION**

This is a report of an occupational survey of the Aircrew Egress Systems career ladder conducted by the Air Force Occupational Measurement Squadron (AFOMS). Survey data will be used to identify current utilization patterns among career ladder personnel and evaluate career ladder documents and training programs. The last OSR published for the Aircrew Egress Systems career ladder was September 1997.

Background

As described in the AFMAN 36-2108 *Airman Classification*, dated 30 April 1999, Specialty Description dated 30 April 1999. Aircrew Egress Systems personnel maintain aircraft egress systems including ejection seats, canopies, hatches, and modules; explosive components; subsystems; and related support equipment.

Personnel entering the AFSC 2A6X3 career ladder must attend the Aircrew Egress Systems Apprentice course at Sheppard AFB TX lasting 7 weeks 1 day. Upon completion of this AFSC awarding course, the graduate is awarded the 3-skill level.

Entry into this career ladder currently requires an Armed Forces Vocational Aptitude Test Battery (ASVAB) score of Mechanical - 57; a strength factor of "N" (Weight lift of 100 lbs.) is also required.

**APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED**

## SURVEY METHODOLOGY

### Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2408, dated September 1999. A tentative task list was prepared after reviewing pertinent career ladder publications and directives, pertinent tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with 10 subject-matter experts (SMEs) at the following training location and operational installations:

<u>BASE</u>	<u>UNIT VISITED</u>
Sheppard AFB TX	361 TRS/RWE
Mt Home AFB ID	366 CRS/LGMSG

The resulting JI contains a comprehensive listing of 588 tasks grouped under 16 duty headings, and a background section requesting such information as grade, base, MAJCOM assigned, organizational level, schedule or shift worked, job title, maintenance facility assigned to, type of aircraft maintained, type of aerospace ground equipment used (AGE), and special tools used.

### Survey Administration

From October 1999 through January 2000, base-training offices at operational units worldwide administered the inventory to eligible AFSC 2A6X3 personnel. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX. Each individual who completed the inventory first completed an identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated each of these tasks on a 9-point scale, showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount time spent). To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

### Survey Sample

Personnel were selected to participate in this survey so as to ensure an accurate representation across major commands (MAJCOM) and military pay grade groups. All eligible AD, ANG, and AFRC AFSC 2A6X3 personnel were mailed survey booklets. Table 1 reflects the percentage distribution, by MAJCOM, of assigned AFSC 2A6X3 personnel as of October 1999. The 457 respondents in the final sample represent 50 percent of the total assigned personnel and 56 percent of the total personnel surveyed. Table 2 reflects the paygrade distribution for these AFSC 2A6X3 personnel.

TABLE 1

#### COMMAND DISTRIBUTION OF AFSC 2A6X3 PERSONNEL

COMMAND	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
AETC	8	9
PACAF	10	9
ACC	35	40
USAFE	8	7
AFMC	3	2
AFRC	5	4
ANG	30	28
Other	1	1

TOTAL ASSIGNED\* = 911

TOTAL SURVEYED\*\* = 815

TOTAL IN SURVEY SAMPLE = 457

PERCENT OF ASSIGNED IN SAMPLE = 50%

PERCENT OF SURVEYED IN SAMPLE = 56%

\* Assigned strength as of October 1999

\* Excludes personnel in PCS, student, or hospital status, or less than 6 weeks on the job

TABLE 2  
PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

GRADE	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
E-1 - E-3	16	17
E-4	24	24
E-5	27	26
E-6	20	20
E-7	13	13

\* Assigned strength as of October 1999

Both command and paygrade distribution of the survey sample are close to the percent assigned. This indicates the sample is a true representation of the career ladder population.

#### Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior AFSC 2A6X3 personnel (generally E-6 or E-7 craftsmen) also completed a second booklet for either training emphasis (TE) or task difficulty (TD). These booklets were processed separately from the JIs. This information is used in a number of different analyses discussed in more detail within the report.

**Training Emphasis (TE):** TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 37 senior NCOs who completed a TE booklet were asked to select tasks they felt require some sort of structured training for entry-level personnel and then indicate how much training emphasis these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis). Structured training is defined as training provided at resident training schools, field-training detachments (FTD), mobile training teams (MTT), formal on-the-job-training (OJT), or any other organized training method. Interrater agreement for these 37 raters was acceptable. The average TE rating was 2.18, with a standard deviation of 1.61. Any task with a TE rating of 3.79 or above is considered to have high TE.

**Task Difficulty (TD):** TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. The 25 senior NCOs who completed TD booklets were asked to rate the difficulty of each task using a 9-point scale (extremely low to extremely high). Interrater reliability was acceptable. Ratings were standardized so tasks have an average difficulty of 5.00



and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered to be difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TE and TD ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting entry-level jobs.

### **SPECIALTY JOBS** (Career Ladder Structure)

The first step in the analysis process is to identify the structure of the career ladder in terms of the jobs performed by the respondents. The Comprehensive Occupational Data Analysis Program (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group, or forms new groups based on the similarity of tasks and time spent ratings.

The basic group used in the hierarchical clustering process is the Job. When two or more jobs have a substantial degree of similarity, in tasks performed and time spent on tasks, they are grouped together and identified as a Cluster. The structure of the career ladder is then defined in terms of jobs and clusters of jobs.

#### Overview of Specialty Jobs

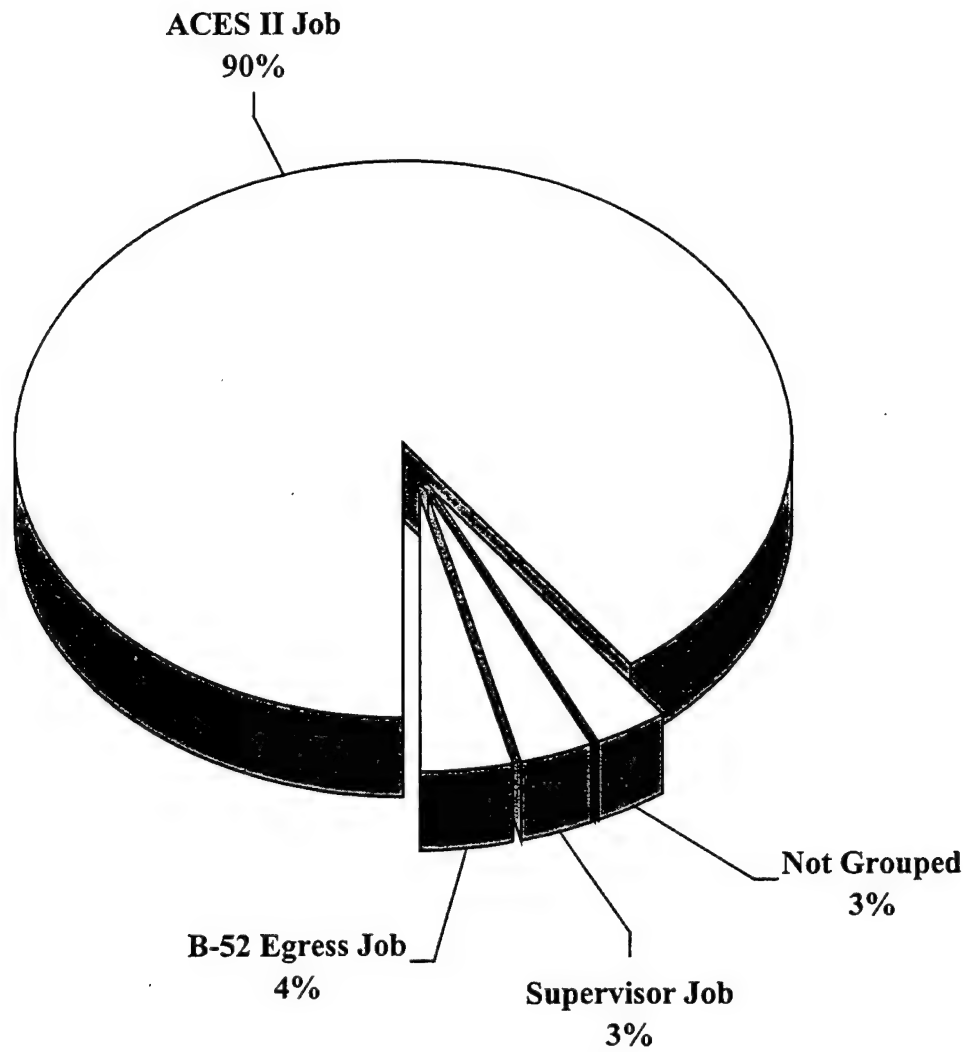
Based on the analysis of tasks performed and the amount of time spent performing each task, 3 independent jobs were identified within the career ladder. Figure 1 illustrates the jobs performed by AFSC 2A6X3 personnel.

A listing of these jobs and clusters is provided below. The stage (ST) number shown beside each title references computer printed information, the letter "N" indicates the number of personnel in each group.

- I.      Advanced Concept Ejection Seat (ACES) II Job (ST16, N=413)
- II.     B-52 Egress Job (ST19, N=17)
- III.    Supervisor Job (ST10, N=12)

The respondents forming these jobs and clusters account for 97 percent of the survey sample. The remaining 3 percent, for one reason or another, did not group into one of these jobs.

**AFSC 2A6X3 CAREER LADDER SPECIALTY JOBS**  
(N = 457)



**FIGURE 1**

### Group Descriptions

The following paragraphs contain brief descriptions of the jobs identified through the career ladder structure analysis. Table 3 presents the relative time spent on duties by members of these specialty jobs. Selected background data for these jobs are provided in Table 4. Representative tasks for all the groups are contained in Appendix A. Table 5 shows a job comparison between the current and 1997 surveys.

I. ACES II JOB (ST16). The 413 airmen forming this job (90 percent of the survey sample) represent members who spend the majority of their time performing General Egress activities. They spend 47 percent of their time performing the General Aircrew Egress Maintenance tasks of Duty A and another 20 percent performing ACES II activities (Table 3). They perform an average of 184 tasks which include:

- Inspect ejection seat lap-belts
- Remove or install ejection seats
- Perform operational checks of inertia reels
- Inspect ACES II pitch stabilization control assemblies
- Inspect ACES II STA-PAC assembly components
- Inspect ACES II sequence-start switches
- Inspect ACES II recovery sequencers
- Inspect ejection seat emergency oxygen systems
- Inspect ejection seat head-rests, back-rests, leg-rests, or arm-rests pads
- Remove or install safety pin, struts, caps, or plugs
- Inspect inertia reels, linkages, cables, straps, harnesses, or controls

The predominant paygrade of this cluster are E-4 and E-5 with an average of 8 ½ years in the service. Sixty-six percent are AD, 30 percent ANG and 4 percent AFRC. Forty-six percent of these respondents hold the 5-skill level and 32 percent hold the 7-skill level. Fifty-three percent of the members in ACES II reported supervising other members. Seventy-nine percent of these members report they are assigned to units within the United States (Table 4).

II. B-52 EGRESS JOB (ST97). The 17 airmen performing this job (3 percent of the survey sample) represent Aircrew Egress personnel who perform general egress tasks as well as B-52 egress maintenance. Fifty-nine percent of their time is dedicated to General Aircrew Egress Maintenance tasks of Duty A and 21 percent to the B-52 Egress activities of Duty E (Table 3). Members of this cluster perform an average of 121 tasks which include:

- Inspect inertia reels, linkages, cables, straps, harnesses, or controls
- Inspect ejection seat rails
- Inspect ejection seat head-rests, back-rests, leg-rests, or arm rest pads
- Inspect ballistic gas hoses
- Remove or install ejection seat catapults
- Inspect ejection seat mechanical or pressure-operated initiators
- Remove or install ejection seats
- Determine egress systems explosive components service-life or shelf-life
- Perform cockpit foreign object inspections
- Remove or install ejection seat lap-belts
- Inspect egress systems lines, tubes, or hoses

Forty-one percent of these job incumbents hold the 5-skill level and 35 percent the 7-skill level (Table 4). The predominant paygrades are E-4 and E-5 with 53 percent reporting they supervise others. Eighty-eight percent report they are AD and 12 percent ANG. Eighty-two percent are assigned to units within the United States.

III. SUPERVISOR JOB (ST10). The 12 airmen forming this job (3 percent of the survey sample) are distinguished by spending 48 percent of their time on Management and Supervisory activities of Duty N (Table 3). Another 17 percent of their time is spent performing Training activities of Duty O. Members of this specific job reported performing an average of only 75 tasks, indicating their specialization in supervision. Typical of the tasks performed include:

- Inspect personnel for compliance with military standards
- Evaluate personnel for compliance with performance standards
- Write recommendations for awards or decorations
- Write or endorse military performance reports
- Establish performance standards for subordinates
- Evaluate personnel for promotion, demotion, reclassification, and awards
- Evaluate job hazards for compliance with AFOSH program
- Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace
- Develop self-inspection or self-assessment program checklists
- Initiate requests for TDY orders
- Initiate actions required due to substandard performance of personnel

All of these airmen are AD with an average of 18 years in the career field and 19 years in the service. The predominant paygrades are E-6 and E-7 with 75 percent reporting they supervise others. In addition, all of these members hold the 7-skill level (Table 4).

TABLE 3

## RELATIVE PERCENT TIME SPENT ON DUTIES BY 2A6X3 JOB GROUPS

<u>DUTIES</u>	ACES II	B-52	Supervisor
	Job (ST16) (N=415)	Egress Job (ST19) (N=17)	Job (ST10) (N=12)
A PERFORMING GENERAL AIRCREW EGRESS MAINTENANCE ACTIVITIES	47	59	4
B MAINTAINING ADVANCED CONCEPT EJECTION SEAT (ACES II) SYSTEMS	20	0	1
C MAINTAINING B-1B EGRESS SYSTEMS	1	0	0
D MAINTAINING B-2 EGRESS SYSTEMS	0	0	0
E MAINTAINING B-52 EGRESS SYSTEMS	0	21	0
F MAINTAINING F-15 EGRESS SYSTEMS	1	0	0
G MAINTAINING F-16 EGRESS SYSTEMS	7	0	0
H MAINTAINING F-22 EGRESS SYSTEMS	0	0	0
I MAINTAINING F-117 EGRESS SYSTEMS	0	0	0
J MAINTAINING AT-38 OR T-38 EGRESS SYSTEMS	0	0	0
K PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	5	5	7
L PERFORMING GENERAL AIRCRAFT MAINTENANCE ACTIVITIES	3	0	0
M PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	2	2	4
N PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	6	7	48
O PERFORMING TRAINING ACTIVITIES	3	1	18
P PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	2	2	12
Q PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	3	6

TABLE 4

## SELECTED BACKGROUND DATA FOR 2A6X3 SPECIALTY JOBS

	ACES II Job (ST16)	B-52 Egress Job (ST19)	Supervisor Job (ST10)
NUMBER IN GROUP	413	17	12
PERCENT OF SAMPLE	90%	4%	3%
PERCENT IN CONUS	79%	82%	75%
DAFSC DISTRIBUTION:			
2A633	22%	24%	0
2A653	46%	41%	0
2A673	32%	35%	100%
COMPONENT STATUS:			
ACTIVE DUTY	66%	88%	100%
AIR NATIONAL GUARD	30%	12%	0
AIR FORCE RESERVE COMMAND	4%	0	0
E-1 - E-3	17%	19%	0
E-4	24%	24%	0
E-5	28%	29%	0
E-6	20%	24%	25%
E-7	11%	6%	75%
PREDOMINANT GRADE(S)	E-4/E-5	E-4/E-5	E-6/E-7
AVERAGE MONTHS IN CAREER FIELD *	98	101	222
AVERAGE MONTHS IN SERVICE *	104	102	227
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) *	31%	27%	0
PERCENT SUPERVISING	47%	53%	75%
AVERAGE NUMBER OF TASKS PERFORMED	184	121	75

\*Active Duty Only

### Comparison to Previous Study

Table 5 lists the jobs identified in this report and compares them to the jobs of the 1997 report. Three of the previous jobs matched to similar jobs in this report. Three additional jobs in the last study were not identified.

TABLE 5

#### SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1997 SURVEYS

CURRENT SURVEY (N=457)	1997 SURVEY (N=681)
ACES II JOB	ACES II JOB
B-52 EGRESS JOB	B-52 EGRESS MAINTENANCE JOB
SUPERVISOR JOB	SUPERVISOR JOB
NOT IDENTIFIED	QUALITY ASSURANCE JOB
NOT IDENTIFIED	INSTRUCTOR JOB
NOT IDENTIFIED	U-2 EGRESS SYSTEMS MAINTENACE JOB

## ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as the AFMAN 36-2108 *Specialty Description* and the Career Field Education and Training Plan (CFETP), reflect what career ladder personnel are actually doing in the field.

The distribution of skill-level groups across the career ladder jobs is displayed in Tables 6-8, while Tables 9-11 offers another perspective by displaying the relative percent time spent on each duty across the skill-level groups. These tables reflect the distribution of AD, ANG, and AFRC personnel. A typical pattern of progression is noted within the AFSC 2A6X3 career ladder. Personnel at the 3- and 5-skill levels work in the technical jobs of the career ladder and spend most of their time on technical tasks. As incumbents move up to the 7-skill level, higher percentages work in the supervisory jobs, but many personnel still spend some time performing technical tasks.

### Skill-Level Descriptions

**DAFSC 2A633.** Representing 22 percent of the survey sample, these 101 AD airmen perform an average of 147 tasks. Ninety-one percent of this group works in the ACES II Job (Table 6), with 4 percent performing in the B-52 Egress Job.

Table 9 reflects the percent time spent on duties by DAFSC 2A633 personnel. At the 3-skill level, the majority of their time is spent performing General Aircrew Egress Maintenance tasks of duty A. Representative tasks performed by these members are listed in Table 12.

**DAFSC 2A653.** The 200 members of this group account for 44 percent of the survey sample and represent the core of the career ladder. Ninety-five percent work in the ACES II Job and 4 percent in the B-52 Egress (Table 7). This table also reflects the differences in the job distribution between the Active, Reserve, and Guard Forces. The AD, ANG and AFRC spend the majority of their time at the 5-skill level performing general egress maintenance tasks. It also reflects a higher percentage of AD members in the B-52 Egress Job than the reserve forces.

Table 10 provides a comparison of the present time spent on duties for AD, AFRC, and ANG at the 5-skill level. As this table reflects, AD and AFRC spend more time performing Management and Supervisory tasks than ANG.

Tables 13-16 list representative tasks performed by these DAFSC 2A653 personnel. Table 17 reflects those tasks which best differentiate the 5-skill levels from the 3-skill levels and tables 18-20 reflects those tasks which differentiate AD, ANG, and AFRC.



**DAFSC 2A673.** These 156 members perform an average 192 tasks and represent 34 percent of the survey sample. Table 8 shows the highest percentage of members is in the ACES II Job while 14 percent of AD members reported performing supervisory tasks. This table depicts the difference in the way the ANG employ their 7-skill level personnel in technical tasks versus their AD counterparts.

Table 11 reflects the percent time spent on duties by DAFSC 2A673 members. The main differences reflected by this table is the amount of time spent on Management and Supervisory tasks by the AD personnel compared to the technical tasks of the ANG and AFRC 7-skill level personnel. Representative tasks are reflected in Tables 21-24 for 7-skill level personnel. Table 25 reflects tasks which best differentiate between the 7- and 5-skill levels while tables 26-30 compares 7-skill level AD, ANG and AFRC as well as 5- and 7-skill level ANG and AFRC.

### Summary

Progression in the Aircrew Egress Systems career ladder follows a regular pattern of highly technical job focus at the lower skill levels, with a broadening into supervision and management at the 7-skill level. An emphasis is clearly seen in performing primarily the core job of the Aircrew Egress at the 3- and 5-skill levels, with broadening into supervisory functions at the 7-skill level. Craftsmen at the 7-skill level are beginning to shift to supervisory jobs, but a good deal of their job time is still spent in the technical arena. ANG and AFRC 7-skill level personnel spend a much higher percentage of their time performing technical tasks versus supervisory tasks than their AD counterparts.

TABLE 6

DISTRIBUTION OF 3-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS  
(PERCENT RESPONDING)

<u>SPECIALTY JOBS</u>		AD 2A633 (N=101)
I.	ACES II JOB	91
II.	B-52 EGRESS JOB	4
III.	SUPERVISOR JOB	0
	NOT GROUPED	5

TABLE 7

DISTRIBUTION OF 5-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS  
(PERCENT RESPONDING)

<u>SPECIALTY JOBS</u>		TOTAL 2A653 (N=200)	AD 2A653 (N=126)	ANG 2A653 (N=67)	AFRC 2A653 (N=7)
I.	ACES II JOB	95	94	96	100
II.	B-52 EGRESS JOB	4	5	2	0
III.	SUPERVISOR JOB	0	0	0	0
	NOT GROUPED	1	1	2	0

TABLE 8

DISTRIBUTION OF 7-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS  
(PERCENT RESPONDING)

<u>SPECIALTY JOBS</u>		TOTAL 2A673 (N=156)	AD 2A673 (N=86)	ANG 2A673 (N=61)	AFRC 2A673 (N=9)
I.	ACES II JOB	84	73	98	89
II.	B-52 EGRESS JOB	4	6	2	0
III.	SUPERVISOR JOB	8	14	0	0
	NOT GROUPED	4	7	0	11

TABLE 9

## RELATIVE PERCENT TIME SPENT ON DUTIES BY 3-SKILL LEVEL DAFSC GROUPS

<u>DUTIES</u>	<u>AD 2A633 (N=101)</u>
A PERFORMING GENERAL AIRCREW EGRESS MAINTENANCE	49
B MAINTAINING ADVANCED CONCEPT EJECTION SEAT (ACES II) SYSTEMS	19
C MAINTAINING B-1B EGRESS SYSTEMS	*
D MAINTAINING B-2 EGRESS SYSTEMS	*
E MAINTAINING B-52 EGRESS SYSTEMS	*
F MAINTAINING F-15 EGRESS SYSTEMS	*
G MAINTAINING F-16 EGRESS SYSTEMS	6
H MAINTAINING F-22 EGRESS SYSTEMS	*
I MAINTAINING F-117 EGRESS SYSTEMS	*
J MAINTAINING AT-38 OR T-38 EGRESS SYSTEMS	*
K PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	5
N PERFORMING GENERAL AIRCRAFT MAINTENANCE ACTIVITIES	2
N PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	2
L PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	8
N PERFORMING TRAINING ACTIVITIES	3
M PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	2
M PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3

\* Less than 1 percent

TABLE 10

## RELATIVE PERCENT TIME SPENT ON DUTIES BY 5-SKILL LEVEL DAFSC GROUPS

DUTIES	TOTAL 2A653 (N=200)		AD 2A653 (N=126)		ANG 2A653 (N=67)		AFRC 2A653 (N=7)	
A PERFORMING GENERAL AIRCREW EGRESS MAINTENANCE	49		47		54		47	
B MAINTAINING ADVANCED CONCEPT EJECTION SEAT (ACES II) SYSTEMS	21		20		22		21	
C MAINTAINING B-1B EGRESS SYSTEMS	1		1		2		0	
D MAINTAINING B-2 EGRESS SYSTEMS	*		0		*		0	
E MAINTAINING B-52 EGRESS SYSTEMS	1		1		0		4	
F MAINTAINING F-15 EGRESS SYSTEMS	1		1		1		0	
G MAINTAINING F-16 EGRESS SYSTEMS	7		6		8		3	
H MAINTAINING F-22 EGRESS SYSTEMS	*		0		*		0	
I MAINTAINING F-117 EGRESS SYSTEMS	*		1		*		0	
J MAINTAINING AT-38 OR T-38 EGRESS SYSTEMS	*		0		0		0	
K PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	5		6		4		7	
L PERFORMING GENERAL AIRCRAFT MAINTENANCE ACTIVITIES	2		1		2		4	
M PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	2		2		2		2	
N PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	5		6		2		5	
O PERFORMING TRAINING ACTIVITIES	2		3		*		2	
P PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	1		2		*		2	
Q PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2		3		2		3	

\* Less than 1 percent

TABLE 11

## RELATIVE PERCENT TIME SPENT ON DUTIES BY 7-SKILL LEVEL DAFSC GROUPS

DUTIES	TOTAL 2A673 (N=156)	AD 2A673 (N=86)	ANG 2A673 (N=61)	AFRC 2A673 (N=9)
A PERFORMING GENERAL AIRCREW EGRESS MAINTENANCE	38	31	47	44
B MAINTAINING ADVANCED CONCEPT EJECTION SEAT (ACES II) SYSTEMS	14	11	18	23
C MAINTAINING B-1B EGRESS SYSTEMS	1	1	1	0
D MAINTAINING B-2 EGRESS SYSTEMS	0	*	0	0
E MAINTAINING B-52 EGRESS SYSTEMS	1	1	0	4
F MAINTAINING F-15 EGRESS SYSTEMS	1	1	1	0
G MAINTAINING F-16 EGRESS SYSTEMS	5	3	7	2
H MAINTAINING F-22 EGRESS SYSTEMS	0	*	0	0
I MAINTAINING F-117 EGRESS SYSTEMS	0	*	*	0
J MAINTAINING AT-38 OR T-38 EGRESS SYSTEMS	0	*	0	0
K PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	7	7	6	5
L PERFORMING GENERAL AIRCRAFT MAINTENANCE ACTIVITIES	2	1	2	4
M PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	3	3	2	2
N PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	16	24	6	9
O PERFORMING TRAINING ACTIVITIES	6	8	4	2
P PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	4	5	2	3
Q PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	3	3	2

\* Less than 1 percent

TABLE 12

REPRESENTATIVE TASKS PERFORMED BY AD 2A633 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=101)
A0097	Remove or install ejection seat lap-belts	98
A0113	Remove or install safety pins, struts, caps, or plugs	97
A0105	Remove or install ejection seats	96
A0066	Perform operational checks of inertia reels	96
A0112	Remove or install inertia reels, linkages, cables, straps, harnesses, or controls	96
A0058	Perform cockpit foreign object inspections	94
A0073	Raise or lower ejection seats to or from maintenance positions	94
A0104	Remove or install ejection seat survival kits	94
A0088	Remove or install ejection seat catapults	94
A0007	Determine egress systems explosive components service-life or shelf-life	94
A0117	Transport egress systems explosive components	93
A0004	Arm or dearm ejection systems	93
A0010	Inspect ballistic gas hoses	92
A0034	Inspect ejection seat lap-belts	92
A0087	Remove or install ejection seat aircrew personal parachutes	91
A0093	Remove or install ejection seat emergency oxygen system components	91
A0096	Remove or install ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	91
B0148	Remove or install ACES II emergency power supplies	91
B0156	Remove or install ACES II STA-PAC assembly components	91
A0041	Inspect ejection seat rails	91
B0149	Remove or install ACES II environmental sensors	90
A0033	Inspect ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	90
B0150	Remove or install ACES II mortar disconnect assemblies	90
B0152	Remove or install ACES II recovery sequencers	90
A0090	Remove or install ejection seat drogue guns	89
A0050	Inspect inertia reels, linkages, cables, straps, harnesses, or controls	89
A0029	Inspect ejection seat drogue guns	89
A0043	Inspect ejection seat structures	88
B0134	Perform operational checks of ACES II ejection-control safety levers	88
A0032	Inspect ejection seat emergency oxygen systems	88
A0027	Inspect ejection seat catapults	88
A0084	Remove or install CADs/PADs or explosives	87
A0086	Remove or install egress systems lines, tubes, or hoses	87
B0142	Perform operational checks of ACES II sequence-start switches	87
B0131	Inspect ACES II sequence-start switches	87
A0067	Perform operational checks of lap-belt release mechanisms	87
B0151	Remove or install ACES II recovery parachutes	86
A0059	Perform corrosion control on aircrew egress systems	86
B0138	Perform operational checks of ACES II environmental sensors	86
B0128	Inspect ACES II recovery sequencers	86

\* Average Number of Tasks Performed - 147

TABLE 13

REPRESENTATIVE TASKS PERFORMED BY ALL 2A653 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=200)
A0034	Inspect ejection seat lap-belts	100
A0105	Remove or install ejection seats	99
A0033	Inspect ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	98
A0066	Perform operational checks of inertia reels	97
A0050	Inspect inertia reels, linkages, cables, straps, harnesses, or controls	97
A0027	Inspect ejection seat catapults	97
A0088	Remove or install ejection seat catapults	97
A0010	Inspect ballistic gas hoses	96
A0043	Inspect ejection seat structures	96
A0113	Remove or install safety pins, struts, caps, or plugs	96
B0126	Inspect ACES II pitch stabilization control (STA-PAC) assemblies	96
A0032	Inspect ejection seat emergency oxygen systems	96
A0097	Remove or install ejection seat lap-belts	96
A0041	Inspect ejection seat rails	96
A0073	Raise or lower ejection seats to or from maintenance positions	95
A0058	Perform cockpit foreign object inspections	95
B0131	Inspect ACES II sequence-start switches	95
B0132	Inspect ACES II STA-PAC assembly components	95
A0004	Arm or dearm ejection systems	95
A0024	Inspect egress systems lines, tubes, or hoses	95
A0029	Inspect ejection seat drogue guns	95
A0072	Perform time compliance technical order (TCTO) modifications on egress systems	95
B0124	Inspect ACES II environmental sensors, other than pins	94
B0128	Inspect ACES II recovery sequencers	94
A0112	Remove or install inertia reels, linkages, cables, straps, harnesses, or controls	94
A0007	Determine egress systems explosive components service-life or shelf-life	93
B0130	Inspect ACES II seat sidecaps	93
B0149	Remove or install ACES II environmental sensors	93
B0151	Remove or install ACES II recovery parachutes	93
B0138	Perform operational checks of ACES II environmental sensors	93
B0125	Inspect ACES II mortar disconnect assemblies	93
B0134	Perform operational checks of ACES II ejection-control safety levers	93
A0031	Inspect ejection seat emergency harness release mechanisms	93
A0090	Remove or install ejection seat drogue guns	93
A0051	Inspect safety pins, struts, caps, or plugs	92
B0127	Inspect ACES II recovery parachute containers	92
B0122	Inspect ACES II emergency power supplies	92
B0144	Remove or install ACES II drogue severance cutters	92
A0018	Inspect cartridge-actuated devices/pressure-actuated devices (CADs/PADs) or explosives	91
A0067	Perform operational checks of lap-belt release mechanisms	91

\* Average Number of Tasks Performed - 175

TABLE 14

REPRESENTATIVE TASKS PERFORMED BY AD 2A653 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=126)
A0034	Inspect ejection seat lap-belts	100
A0105	Remove or install ejection seats	98
A0033	Inspect ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	98
A0027	Inspect ejection seat catapults	97
A0066	Perform operational checks of inertia reels	96
A0043	Inspect ejection seat structures	96
A0113	Remove or install safety pins, struts, caps, or plugs	96
A0088	Remove or install ejection seat catapults	96
A0010	Inspect ballistic gas hoses	95
B0126	Inspect ACES II pitch stabilization control (STA-PAC) assemblies	95
A0050	Inspect inertia reels, linkages, cables, straps, harnesses, or controls	95
A0032	Inspect ejection seat emergency oxygen systems	95
A0041	Inspect ejection seat rails	95
A0029	Inspect ejection seat drogue guns	95
A0018	Inspect cartridge-actuated devices/pressure-actuated devices (CADs/PADs) or explosives	94
A0058	Perform cockpit foreign object inspections	94
B0130	Inspect ACES II seat sidecaps	94
B0131	Inspect ACES II sequence-start switches	94
B0128	Inspect ACES II recovery sequencers	94
B0132	Inspect ACES II STA-PAC assembly components	94
A0024	Inspect egress systems lines, tubes, or hoses	94
B0122	Inspect ACES II emergency power supplies	94
A0097	Remove or install ejection seat lap-belts	94
A0072	Perform time compliance technical order (TCTO) modifications on egress systems	94
A0117	Transport egress systems explosive components	93
B0124	Inspect ACES II environmental sensors, other than pins	93
B0125	Inspect ACES II mortar disconnect assemblies	93
B0134	Perform operational checks of ACES II ejection-control safety levers	93
A0093	Remove or install ejection seat emergency oxygen system components	93
A0090	Remove or install ejection seat drogue guns	93
A0007	Determine egress systems explosive components service-life or shelf-life	92
B0127	Inspect ACES II recovery parachute containers	92
B0149	Remove or install ACES II environmental sensors	92
A0022	Inspect egress shop support equipment	92
A0031	Inspect ejection seat emergency harness release mechanisms	92
A0004	Arm or disarm ejection systems	92
A0062	Perform one-time inspections on egress systems	92
A0073	Raise or lower ejection seats to or from maintenance positions	91
B0151	Remove or install ACES II recovery parachutes	91
B0138	Perform operational checks of ACES II environmental sensors	91

\* Average Number of Tasks Performed - 179



TABLE 15

REPRESENTATIVE TASKS PERFORMED BY ANG 2A653 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=67)
A0105	Remove or install ejection seats	100
A0004	Arm or dearm ejection systems	100
A0073	Raise or lower ejection seats to or from maintenance positions	100
A0034	Inspect ejection seat lap-belts	100
A0066	Perform operational checks of inertia reels	99
A0050	Inspect inertia reels, linkages, cables, straps, harnesses, or controls	99
A0097	Remove or install ejection seat lap-belts	99
A0033	Inspect ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	99
A0041	Inspect ejection seat rails	99
A0112	Remove or install inertia reels, linkages, cables, straps, harnesses, or controls	99
A0088	Remove or install ejection seat catapults	99
A0010	Inspect ballistic gas hoses	97
B0132	Inspect ACES II STA-PAC assembly components	97
B0131	Inspect ACES II sequence-start switches	97
A0024	Inspect egress systems lines, tubes, or hoses	97
A0032	Inspect ejection seat emergency oxygen systems	97
A0072	Perform time compliance technical order (TCO) modifications on egress systems	97
A0027	Inspect ejection seat catapults	97
A0058	Perform cockpit foreign object inspections	96
B0138	Perform operational checks of ACES II environmental sensors	96
B0126	Inspect ACES II pitch stabilization control (STA-PAC) assemblies	96
B0124	Inspect ACES II environmental sensors, other than pins	96
A0113	Remove or install safety pins, struts, caps, or plugs	94
A0043	Inspect ejection seat structures	94
B0151	Remove or install ACES II recovery parachutes	94
B0149	Remove or install ACES II environmental sensors	94
A0007	Determine egress systems explosive components service-life or shelf-life	94
A0096	Remove or install ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	94
B0135	Perform operational checks of ACES II emergency manual parachute deployment systems	94
A0031	Inspect ejection seat emergency harness release mechanisms	94
A0029	Inspect ejection seat drogue guns	94
A0051	Inspect safety pins, struts, caps, or plugs	93
A0104	Remove or install ejection seat survival kits	93
A0067	Perform operational checks of lap-belt release mechanisms	93
B0133	Inspect ACES II trajectory divergence rockets	93
B0156	Remove or install ACES II STA-PAC assembly components	93
B0134	Perform operational checks of ACES II ejection-control safety levers	93
B0150	Remove or install ACES II mortar disconnect assemblies	93
B0144	Remove or install ACES II drogue severance cutters	93
A0070	Perform periodic inspections on egress systems	91

\* Average Number of Tasks Performed - 165

TABLE 16

REPRESENTATIVE TASKS PERFORMED BY AFRC 2A653 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=7)	
A0105	Remove or install ejection seats	100
A0117	Transport egress systems explosive components	100
B0121	Inspect ACES II emergency manual parachute deployment systems	100
A0113	Remove or install safety pins, struts, caps, or plugs	100
A0073	Raise or lower ejection seats to or from maintenance positions	100
A0070	Perform periodic inspections on egress systems	100
K0373	Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781-series	100
A0107	Remove or install electrically actuated devices	100
B0149	Remove or install ACES II environmental sensors	100
A0084	Remove or install CADs/PADs or explosives	100
B0124	Inspect ACES II environmental sensors, other than pins	100
A0067	Perform operational checks of lap-belt release mechanisms	100
B0138	Perform operational checks of ACES II environmental sensors	100
K0379	Update maintenance data collection (MDC) data in CAMS	100
B0148	Remove or install ACES II emergency power supplies	100
B0151	Remove or install ACES II recovery parachutes	100
B0125	Inspect ACES II mortar disconnect assemblies	100
A0066	Perform operational checks of inertia reels	100
A0087	Remove or install ejection seat aircrew personal parachutes	100
A0050	Inspect inertia reels, linkages, cables, straps, harnesses, or controls	100
B0144	Remove or install ACES II drogue severance cutters	100
B0128	Inspect ACES II recovery sequencers	100
B0132	Inspect ACES II STA-PAC assembly components	100
B0127	Inspect ACES II recovery parachute containers	100
B0131	Inspect ACES II sequence-start switches	100
B0123	Inspect ACES II environmental sensor pins	100
A0029	Inspect ejection seat drogue guns	100
A0037	Inspect ejection seat mechanical or pressure-operated initiators	100
B0152	Remove or install ACES II recovery sequencers	100
B0126	Inspect ACES II pitch stabilization control (STA-PAC) assemblies	100
A0086	Remove or install egress systems lines, tubes, or hoses	100
A0090	Remove or install ejection seat drogue guns	100
B0130	Inspect ACES II seat sidecaps	100
B0156	Remove or install ACES II STA-PAC assembly components	100
B0122	Inspect ACES II emergency power supplies	100
B0155	Remove or install ACES II STA-PAC assemblies, other than components	100
B0129	Inspect ACES II seat arm switches	100
B0137	Perform operational checks of ACES II environmental sensor pins	100
K0375	Retrieve CAMS listings or reports	100
A0034	Inspect ejection seat lap-belts	100

\* Average Number of Tasks Performed - 218

TABLE 17

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
AD DAFSCs 2A633 AND 2A653 PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 2A633 (N=101)	DAFSC 2A653 (N=126)	DIFF
Q0572	35.64	57.94	-22.29
K0367	24.75	46.83	-22.07
A0071	40.59	61.90	-21.31
N0514	6.93	27.78	-20.85
N0503	10.89	31.75	-20.85
Evaluate job hazards for compliance with Air Force Occupational Safety and Health (AFOSH) Program			
K0381	10.89	31.75	-20.85
Q0575	47.52	68.25	-20.73
K0377	27.72	48.41	-20.69
K0371	24.75	45.24	-20.49
K0380	9.90	30.16	-20.26
Update personnel data files in CAMS			
A0061	14.85	68.25	-53.40
K0366	6.93	60.32	-53.39
O0533	18.81	69.84	-51.03
O0534	5.94	54.76	-48.82
N0511	7.92	53.17	-45.25
A0060	23.76	68.25	-44.49
N0485	9.90	52.38	-42.48
O0530	6.93	49.21	-42.28
N0479	15.84	56.35	-40.51
O0543	3.96	43.65	-39.69

TABLE 18

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
AD DAFSC 2A653 AND ANG DAFSC 2A653 PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS		ACTIVE		ANG		DIFF
		2A653 (N=126)		2A653 (N=67)		
N0511	Inspect personnel for compliance with military standards	53.17		10.45		42.73
N0485	Counsel subordinates concerning personal matters	52.38		11.94		40.44
N0525	Write or endorse military performance reports	41.27		2.99		38.28
N0504	Evaluate personnel for compliance with performance standards	45.24		8.96		36.28
N0481	Conduct supervisory performance feedback sessions	38.89		2.99		35.90
N0512	Interpret policies, directives, or procedures for subordinates	46.03		10.45		35.58
N0526	Write recommendations for awards or decorations	41.27		5.97		35.30
N0510	Initiate actions required due to substandard performance of personnel	37.30		2.99		34.32
O0533	Conduct on-the-job training (OJT)	69.84		35.82		34.02
N0505	Evaluate personnel for promotion, demotion, reclassification, or special awards	39.68		5.97		33.71
A0012	Inspect canopy firing release mechanisms or extractors	26.98		50.75		-23.76
A0102	Remove or install ejection seat rails	61.90		85.07		-23.17
A0109	Remove or install explosive lines, other than DTAs or SMDCs	26.98		49.25		-22.27
A0103	Remove or install ejection seat rotary actuators	22.22		43.28		-21.06
A0079	Remove or install canopy hold-open fixtures or adapters or supports	49.21		70.15		-20.94
K0366	Clear Red-X conditions	60.32		40.30		20.02
A0062	Perform one-time inspections on egress systems	92.06		71.64		20.42
O0543	Evaluate progress of trainees	43.65		22.39		21.26
N0495	Develop or establish work schedules	29.37		7.46		21.90
N0482	Conduct safety inspections of equipment or facilities	47.62		25.37		22.25

TABLE 19

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
AD DAFSC 2A653 AND AFRC DAFSC 2A653 PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	ACTIVE 2A653 (N=126)	AFRC 2A653 (N=7)	DIFF
B0133	88.89	42.86	46.03
A0049	53.97	14.29	39.68
A0046	50.79	14.29	36.51
A0111	50.00	14.29	35.71
F0280	34.92	.00	34.92
F0277	34.92	.00	34.92
A0114	47.62	14.29	33.33
A0052	47.62	14.29	33.33
A0075	61.90	28.57	33.33
F0284	33.33	.00	33.33
A0082	16.67	71.43	-54.76
A0095	35.71	85.71	-50.00
L0387	7.94	57.14	-49.21
A0013	50.79	100.00	-49.21
A0103	22.22	71.43	-49.21
K0368	38.10	85.71	-47.62
L0396	9.52	57.14	-47.62
A0063	53.17	100.00	-46.83
L0389	41.27	85.71	-44.44
L0426	13.49	57.14	-43.65

TABLE 20

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
ANG DAFSC 2A653 AND AFRC DAFSC 2A653 PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	ANG 2A653 (N=67)	AFRC 2A653 (N=7)	DIFF
B0133	92.54	42.86	49.68
A0049	62.69	14.29	48.40
A0111	59.70	14.29	45.42
A0046	55.22	14.29	40.94
A0075	68.66	28.57	40.09
A0052	53.73	14.29	39.45
A0114	53.73	14.29	39.45
G0296	64.18	28.57	35.61
G0301	64.18	28.57	35.61
G0287	64.18	28.57	35.61
K0368	26.87	85.71	-58.85
K0367	29.85	85.71	-55.86
N0517	16.42	71.43	-55.01
K0371	31.34	85.71	-54.37
K0379	46.27	100.00	-53.73
N0509	5.97	57.14	-51.17
N0505	5.97	57.14	-51.17
A0095	37.31	85.71	-48.40
N0488	8.96	57.14	-48.19
N0504	8.96	57.14	-48.19

TABLE 21

REPRESENTATIVE TASKS PERFORMED BY ALL 2A673 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=156)
A0060 Perform egress systems final inspections	90
A0034 Inspect ejection seat lap-belts	90
A0050 Inspect inertia reels, linkages, cables, straps, harnesses, or controls	89
A0066 Perform operational checks of inertia reels	88
A0024 Inspect egress systems lines, tubes, or hoses	88
A0027 Inspect ejection seat catapults	88
A0033 Inspect ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	88
A0105 Remove or install ejection seats	87
A0058 Perform cockpit foreign object inspections	87
A0041 Inspect ejection seat rails	87
A0043 Inspect ejection seat structures	86
A0062 Perform one-time inspections on egress systems	86
A0023 Inspect egress systems hoists or cranes	86
A0029 Inspect ejection seat drogue guns	86
A0007 Determine egress systems explosive components service-life or shelf-life	85
A0084 Remove or install CADs/PADs or explosives	85
A0018 Inspect cartridge-actuated devices/pressure-actuated devices (CADs/PADs) or explosives	85
A0010 Inspect ballistic gas hoses	85
A0051 Inspect safety pins, struts, caps, or plugs	85
A0004 Arm or dearm ejection systems	85
A0072 Perform time compliance technical order (TCTO) modifications on egress systems	85
A0088 Remove or install ejection seat catapults	85
A0097 Remove or install ejection seat lap-belts	85
A0061 Perform in-progress inspections (IPIs)	84
B0128 Inspect ACES II recovery sequencers	84
A0032 Inspect ejection seat emergency oxygen systems	84
A0031 Inspect ejection seat emergency harness release mechanisms	84
A0104 Remove or install ejection seat survival kits	84
K0375 Retrieve CAMS listings or reports	83
B0126 Inspect ACES II pitch stabilization control (STA-PAC) assemblies	83
B0132 Inspect ACES II STA-PAC assembly components	83
B0122 Inspect ACES II emergency power supplies	83
A0022 Inspect egress shop support equipment	83
A0112 Remove or install inertia reels, linkages, cables, straps, harnesses, or controls	83
A0059 Perform corrosion control on aircrew egress systems	83
B0131 Inspect ACES II sequence-start switches	82
A0053 Inspect survival kit installations	82
B0124 Inspect ACES II environmental sensors, other than pins	82
K0373 Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781-series	81

\* Average Number of Tasks Performed - 192

TABLE 22

REPRESENTATIVE TASKS PERFORMED BY AD 2A673 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=86)
N0511	Inspect personnel for compliance with military standards	86
N0526	Write recommendations for awards or decorations	86
N0504	Evaluate personnel for compliance with performance standards	85
N0525	Write or endorse military performance reports	83
N0479	Conduct self-inspections or self-assessments	83
A0060	Perform egress systems final inspections	83
O0534	Counsel trainees on training progress	83
A0034	Inspect ejection seat lap-belts	83
N0485	Counsel subordinates concerning personal matters	81
N0483	Conduct supervisory orientations for newly assigned personnel	81
A0050	Inspect inertia reels, linkages, cables, straps, harnesses, or controls	81
N0481	Conduct supervisory performance feedback sessions	80
A0027	Inspect ejection seat catapults	80
A0024	Inspect egress systems lines, tubes, or hoses	80
A0066	Perform operational checks of inertia reels	80
A0033	Inspect ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	80
N0512	Interpret policies, directives, or procedures for subordinates	79
A0007	Determine egress systems explosive components service-life or shelf-life	79
N0482	Conduct safety inspections of equipment or facilities	79
A0061	Perform in-progress inspections (IPIs)	79
A0043	Inspect ejection seat structures	79
N0510	Initiate actions required due to substandard performance of personnel	78
A0058	Perform cockpit foreign object inspections	78
N0487	Determine or establish work assignments or priorities	77
K0375	Retrieve CAMS listings or reports	77
A0105	Remove or install ejection seats	77
A0084	Remove or install CADs/PADs or explosives	77
A0023	Inspect egress systems hoists or cranes	77
A0041	Inspect ejection seat rails	77
A0062	Perform one-time inspections on egress systems	77
N0500	Establish performance standards for subordinates	76
N0505	Evaluate personnel for promotion, demotion, reclassification, or special awards	76
O0535	Determine training requirements	76
A0010	Inspect ballistic gas hoses	76
A0053	Inspect survival kit installations	76
A0051	Inspect safety pins, struts, caps, or plugs	76
A0029	Inspect ejection seat drogue guns	76
N0495	Develop or establish work schedules	74
K0382	Verify accuracy of CAMS daily inputs	74
A0018	Inspect cartridge-actuated devices/pressure-actuated devices (CADs/PADs) or explosives	74

\* Average Number of Tasks Performed -181



TABLE 23

REPRESENTATIVE TASKS PERFORMED BY ANG 2A673 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=61)	
A0060	Perform egress systems final inspections	100
A0050	Inspect inertia reels, linkages, cables, straps, harnesses, or controls	100
A0066	Perform operational checks of inertia reels	100
A0004	Arm or dearm ejection systems	100
A0024	Inspect egress systems lines, tubes, or hoses	100
A0072	Perform time compliance technical order (TCTO) modifications on egress systems	100
A0034	Inspect ejection seat lap-belts	100
A0027	Inspect ejection seat catapults	100
A0041	Inspect ejection seat rails	100
A0029	Inspect ejection seat drogue guns	100
A0065	Perform operational checks of ejection seat linkages, such as D-rings or ejection control handles	100
A0088	Remove or install ejection seat catapults	100
A0090	Remove or install ejection seat drogue guns	100
A0097	Remove or install ejection seat lap-belts	100
A0105	Remove or install ejection seats	98
A0058	Perform cockpit foreign object inspections	98
A0018	Inspect cartridge-actuated devices/pressure-actuated devices (CADs/PADs) or explosives	98
A0051	Inspect safety pins, struts, caps, or plugs	98
B0132	Inspect ACES II STA-PAC assembly components	98
B0128	Inspect ACES II recovery sequencers	98
A0033	Inspect ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	98
A0059	Perform corrosion control on aircrew egress systems	98
A0031	Inspect ejection seat emergency harness release mechanisms	98
B0126	Inspect ACES II pitch stabilization control (STA-PAC) assemblies	98
A0107	Remove or install electrically actuated devices	98
A0032	Inspect ejection seat emergency oxygen systems	98
A0037	Inspect ejection seat mechanical or pressure-operated initiators	98
A0112	Remove or install inertia reels, linkages, cables, straps, harnesses, or controls	98
B0124	Inspect ACES II environmental sensors, other than pins	98
A0023	Inspect egress systems hoists or cranes	98
B0125	Inspect ACES II mortar disconnect assemblies	98
B0155	Remove or install ACES II STA-PAC assemblies, other than components	98
A0086	Remove or install egress systems lines, tubes, or hoses	98
A0096	Remove or install ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	98
A0070	Perform periodic inspections on egress systems	97
A0010	Inspect ballistic gas hoses	97
B0131	Inspect ACES II sequence-start switches	97
A0062	Perform one-time inspections on egress systems	97
B0149	Remove or install ACES II environmental sensors	97

\* Average Number of Tasks Performed - 208

TABLE 24

## REPRESENTATIVE TASKS PERFORMED BY AFRC 2A673 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=9)
B0128	Inspect ACES II recovery sequencers	100
B0127	Inspect ACES II recovery parachute containers	100
A0105	Remove or install ejection seats	100
B0139	Perform operational checks of ACES II mortar disconnect assemblies	100
A0060	Perform egress systems final inspections	100
A0062	Perform one-time inspections on egress systems	100
B0136	Perform operational checks of ACES II emergency power supplies	100
B0122	Inspect ACES II emergency power supplies	100
B0143	Perform operational checks of ACES II STA-PAC assemblies	100
B0126	Inspect ACES II pitch stabilization control (STA-PAC) assemblies	100
A0104	Remove or install ejection seat survival kits	100
B0151	Remove or install ACES II recovery parachutes	100
B0141	Perform operational checks of ACES II seat arm switches	100
B0150	Remove or install ACES II mortar disconnect assemblies	100
B0148	Remove or install ACES II emergency power supplies	100
B0156	Remove or install ACES II STA-PAC assembly components	100
B0152	Remove or install ACES II recovery sequencers	100
B0121	Inspect ACES II emergency manual parachute deployment systems	100
B0153	Remove or install ACES II seat arm switches	100
A0004	Arm or dearm ejection systems	100
A0118	Troubleshoot ejection seat positioning mechanisms, such as cables or actuators	89
B0124	Inspect ACES II environmental sensors, other than pins	89
A0071	Perform quality inspections on egress systems maintenance	89
B0142	Perform operational checks of ACES II sequence-start switches	89
B0154	Remove or install ACES II sequence-start switches	89
A0073	Raise or lower ejection seats to or from maintenance positions	89
A0022	Inspect egress shop support equipment	89
A0056	Maintain egress shop support equipment	89
A0058	Perform cockpit foreign object inspections	89
A0043	Inspect ejection seat structures	89
A0024	Inspect egress systems lines, tubes, or hoses	89
A0034	Inspect ejection seat lap-belts	89
B0155	Remove or install ACES II STA-PAC assemblies, other than components	89
A0023	Inspect egress systems hoists or cranes	89
B0149	Remove or install ACES II environmental sensors	89
B0129	Inspect ACES II seat arm switches	89
A0033	Inspect ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	89
A0041	Inspect ejection seat rails	89
B0131	Inspect ACES II sequence-start switches	89
A0036	Inspect ejection seat linkages	89
A0027	Inspect ejection seat catapults	89

\* Average Number of Tasks Performed -186

TABLE 25

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
AD DAFSCs 2A653 AND 2A673 PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 2A653 (N=126)	DAFSC 2A673 (N=86)	DIFF
B0143 Perform operational checks of ACES II STA-PAC assemblies	76.98	41.86	35.12
B0138 Perform operational checks of ACES II environmental sensors	91.27	58.14	33.13
B0146 Remove or install ACES II ejection-control safety levers	74.60	43.02	31.58
B0140 Perform operational checks of ACES II recovery sequencers	61.11	30.23	30.88
B0148 Remove or install ACES II emergency power supplies	91.27	61.63	29.64
A0065 Perform operational checks of ejection seat linkages, such as D-rings or ejection control handles	88.89	59.30	29.59
B0153 Remove or install ACES II seat arm switches	71.43	41.86	29.57
B0136 Perform operational checks of ACES II emergency power supplies	86.51	56.98	29.53
B0149 Remove or install ACES II environmental sensors	92.06	62.79	29.27
B0134 Perform operational checks of ACES II ejection-control safety levers	92.86	63.95	28.90
N0477 Assign sponsors for newly assigned personnel	12.70	66.28	-53.58
N0520 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	16.67	68.60	-51.94
N0483 Conduct supervisory orientations for newly assigned personnel	31.75	81.40	-49.65
N0527 Write replies to inspection reports	15.87	65.12	-49.24
N0489 Develop IPI lists	18.25	66.28	-48.03
P0560 Initiate requests for TDY orders	9.52	56.98	-47.45
N0502 Evaluate inspection report findings or inspection procedures	16.67	62.79	-46.12
P0559 Initiate or maintain standby rosters or workcenter pyramid recall rosters	15.87	61.63	-45.75
O0535 Determine training requirements	30.16	75.58	-45.42
N0495 Develop or establish work schedules	29.37	74.42	-45.05

TABLE 26

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
AD DAFSCs 2A673 AND ANG DAFSC 2A673 PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS		AD 2A673 (N=86)		ANG 2A673 (N=61)		DIFF
N0525	Write or endorse military performance reports	82.56		18.03		64.53
N0481	Conduct supervisory performance feedback sessions	80.23		21.31		58.92
N0510	Initiate actions required due to substandard performance of personnel	77.91		24.59		53.32
N0526	Write recommendations for awards or decorations	86.05		36.07		49.98
N0500	Establish performance standards for subordinates	75.58		31.15		44.43
N0478	Conduct general meetings, such as staff meetings, conferences, or workshops	63.95		22.95		41.00
N0477	Assign sponsors for newly assigned personnel	66.28		26.23		40.05
N0483	Conduct supervisory orientations for newly assigned personnel	81.40		45.90		35.49
N0522	Write job or position descriptions	46.51		11.48		35.04
P0553	Complete accident or incident reports	52.33		19.67		32.65
A0080	Remove or install canopy jettison T-handles	26.74		73.77		-47.03
B0153	Remove or install ACES II seat arm switches	41.86		88.52		-46.66
A0076	Remove or install canopy actuators	32.56		78.69		-46.13
L0389	Ground aircraft	29.07		73.77		-44.70
L0430	Walk wings or tails during aircraft towing operations	22.09		65.57		-43.48
B0129	Inspect ACES II seat arm switches	45.35		88.52		-43.18
A0092	Remove or install ejection seat emergency harness release mechanisms	52.33		95.08		-42.76
A0102	Remove or install ejection seat rails	41.86		83.61		-41.75
B0141	Perform operational checks of ACES II seat arm switches	44.19		85.25		-41.06
A0065	Perform operational checks of ejection seat linkages, such as D-rings or ejection control handles	59.30		100.00		-40.70

TABLE 27

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
AD DAFSCs 2A673 AND AFRC DAFSC 2A673 PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2A673 (N=86)	AFRC 2A673 (N=9)	DIFF
N0510	77.91	11.11	66.80
N0478	63.95	11.11	52.84
N0526	86.05	33.33	52.71
A0052	47.67	.00	47.67
N0481	80.23	33.33	46.90
N0512	79.07	33.33	45.74
N0477	66.28	22.22	44.06
N0519	53.49	11.11	42.38
K0369	41.86	.00	41.86
N0511	86.05	44.44	41.60
B0143	41.86	100.00	-58.14
B0153	41.86	100.00	-58.14
B0141	44.19	100.00	-55.81
A0012	12.79	66.67	-53.88
L0401	4.65	55.56	-50.90
A0102	41.86	88.89	-47.03
A0089	33.72	77.78	-44.06
B0129	45.35	88.89	-43.54
B0136	56.98	100.00	-43.02
A0025	46.51	88.89	-42.38

TABLE 28

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
ANG DAFSCs 2A653 AND 2A673 PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	ANG 2A653 (N=67)	ANG 2A673 (N=61)	DIFF
M0463 Perform pallet buildup activities	29.85	52.46	-22.61
N0519 Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	7.46	29.51	-22.05
N0515 Plan layouts of facilities	4.48	26.23	-21.75
N0510 Initiate actions required due to substandard performance of personnel	2.99	24.59	-21.61
O0536 Develop formal course curricula, plans of instruction(POIs), or specialty training standards (STSs)	1.49	22.95	-21.46
O0532 Conduct formal course classroom training	14.93	36.07	-21.14
M0450 Inspect mobility bags or kits	26.87	47.54	-20.68
K0380 Update personnel data files in CAMS	25.37	45.90	-20.53
A0084 Remove or install CADs/PADs or explosives	74.63	95.08	-20.46
Q0571 Develop equipment checklists	7.46	27.87	-20.41
O0534 Counsel trainees on training progress	22.39	73.77	-51.38
K0366 Clear Red-X conditions	40.30	90.16	-49.87
P0566 Participate in TCTO meetings	20.90	70.49	-49.60
N0487 Determine or establish work assignments or priorities	22.39	70.49	-48.10
N0504 Evaluate personnel for compliance with performance standards	8.96	55.74	-46.78
O0533 Conduct on-the-job training (OJT)	35.82	81.97	-46.15
N0511 Inspect personnel for compliance with military standards	10.45	55.74	-45.29
N0506 Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	11.94	55.74	-43.80
N0505 Evaluate personnel for promotion, demotion, reclassification, or special awards	5.97	49.18	-43.21
Q0577 Maintain documentation on items requiring periodic inspections or calibrations	35.82	78.69	-42.87

TABLE 29

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
AFRC DAFSCs 2A653 AND 2A673 PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	AFRC 2A653 (N=7)	AFRC 2A673 (N=9)	DIFF
A0100 Remove or install ejection seat mode or sequence selectors	85.71	22.22	63.49
K0369 Evaluate equipment development or modification data	57.14	.00	57.14
O0532 Conduct formal course classroom training	57.14	.00	57.14
K0371 Initiate deficiency, service, or status reports	85.71	33.33	52.38
L0389 Ground aircraft	85.71	33.33	52.38
K0368 Evaluate deficiency, service, or status reports	85.71	33.33	52.38
K0367 Coordinate deficiency, service, or status reports with appropriate agencies	85.71	33.33	52.38
B0145 Remove or install ACES II EEDs	85.71	33.33	52.38
M0474 Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	57.14	11.11	46.03
L0387 Clean interior of aircraft	57.14	11.11	46.03
N0486 Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	14.29	55.56	-41.27
N0524 Write or endorse civilian performance appraisals	.00	33.33	-33.33
O0531 Complete student entry or withdrawal forms	.00	33.33	-33.33
N0518 Review mobility, contingency, disaster preparedness, or unit emergency or alert plans	14.29	44.44	-30.16
N0500 Establish performance standards for subordinates	14.29	44.44	-30.16
A0111 Remove or install FLSCs	14.29	44.44	-30.16
A0060 Perform egress systems final inspections	71.43	100.00	-28.57
A0016 Inspect canopy or hatch thrusters	28.57	55.56	-26.98
L0401 Perform end-of-runway inspections	28.57	55.56	-26.98
N0475 Annotate time and attendance sheets for civilian employees	.00	22.22	-22.22

TABLE 30

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
ANG DAFSCs 2A673 AND AFRC DAFSC 2A673 PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	ANG 2A673 (N=61)	AFRC 2A673 (N=9)	DIFF
A0100 Remove or install ejection seat mode or sequence selectors	80.33	22.22	58.11
G0305 Troubleshoot F-16 canopy mechanical systems	63.93	11.11	52.82
B0157 Remove or install ACES II trajectory divergence rockets	85.25	33.33	51.91
G0290 Inspect F-16 canopy warning-light system components	57.38	11.11	46.27
K0369 Evaluate equipment development or modification data	45.90	.00	45.90
A0052 Inspect SMDCs	44.26	.00	44.26
G0301 Remove or install F-16 CARBs	65.57	22.22	43.35
G0302 Remove or install F-16 DTAs	65.57	22.22	43.35
G0304 Remove or install F-16 seat supports	65.57	22.22	43.35
G0306 Troubleshoot F-16 canopy warning-light systems	54.10	11.11	42.99
E0267 Remove or install B-52 rotary actuators or harnesses	.00	33.33	-33.33
E0268 Remove or install B-52 seat actuators	.00	33.33	-33.33
E0269 Remove or install B-52 table storage thrusters	.00	33.33	-33.33
E0270 Remove or install B-52 upward or downward ejection seats	.00	33.33	-33.33
E0271 Repair B-52 hatch lifters	.00	33.33	-33.33
E0256 Inspect B-52 upward or downward ejection seats	.00	33.33	-33.33
E0257 Perform aerodynamic sealing on B-52 hatch lifters	.00	33.33	-33.33
E0266 Remove or install B-52 pin-pull cylinders	.00	33.33	-33.33
E0259 Perform operational checks of B-52 hatch systems components	.00	33.33	-33.33
E0244 Adjust B-52 hatch latches	.00	33.33	-33.33



## TRAINING ANALYSIS

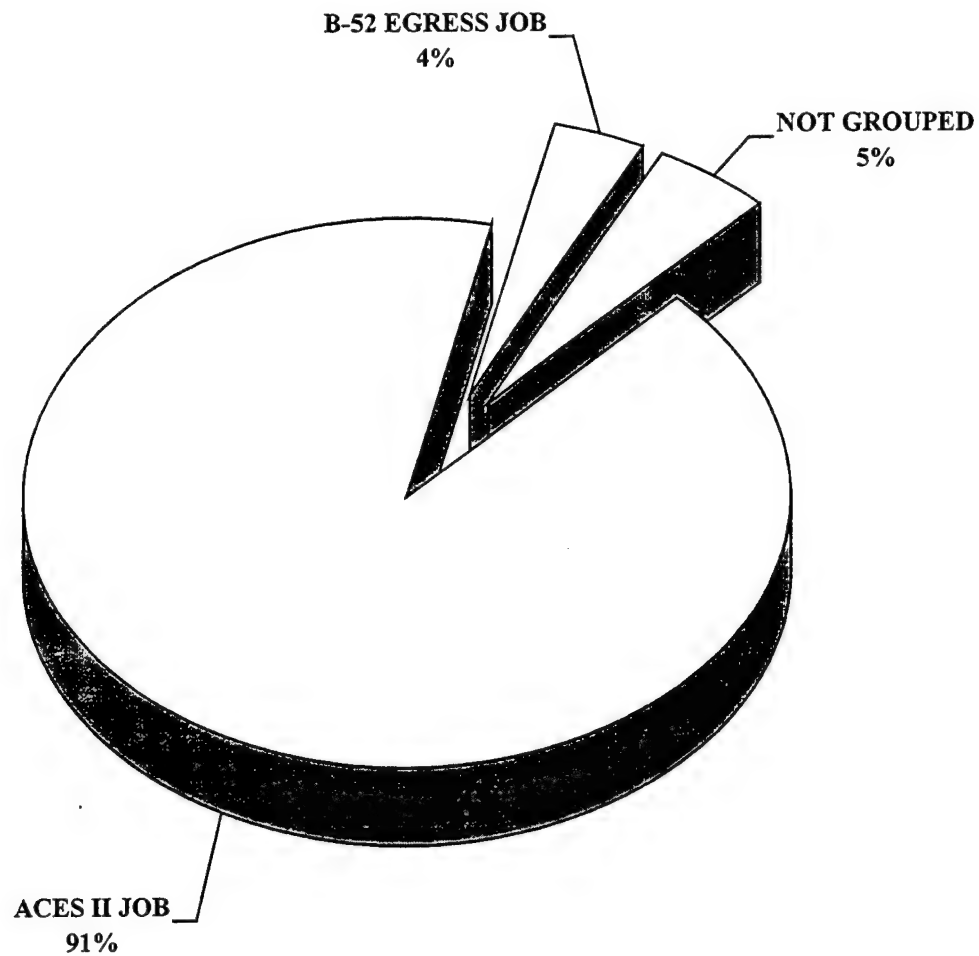
Occupational survey data are one of many sources of information, which can be used to assist in the development of a training program relevant to the needs of personnel in their first enlistment. Factors which may be used in evaluating training include the overall description of the job being performed by first-enlistment personnel and their overall distribution across career ladder jobs, percentages of first-job (1-24 months TAFMS) or first-enlistment (1-48 months TAFMS) members performing specific tasks, as well as TE and TD ratings (previously explained in the **SURVEY METHODOLOGY** section).

### First-Enlistment Personnel

In this study, there are 95 members in their first enlistment (1-48 months TAFMS), representing 21 percent of the total survey sample. Figure 2 reflects the distribution of first-enlistment personnel within the career ladder. Most of their duty time is spent on technical activities. Table 31 displays the relative percent of time spent on duties by first-enlistment personnel. Reviewing the table, first-enlistment personnel spend 74 percent of their time performing the technical tasks of Duties A and B. First-enlistment personnel are primarily employed in the ACES II Job.

Table 32 lists representative tasks performed by first-enlistment personnel. Most involve removing or installing ejection seat components. Table 33 lists the percent time spent on duties by DAFSC 2A6X3 personnel in their conventional definition of first job, 1-24 months TAFMS. Table 34 lists the representative tasks performed by these first job personnel.

**DISTRIBUTION OF 2A6X3 FIRST-ENLISTMENT PERSONNEL  
ACROSS SPECIALTY JOBS  
(N = 95)**



**FIGURE 2**

TABLE 31

RELATIVE PERCENT TIME SPENT ON DUTIES BY AFSC 2A6X3  
 FIRST-ENLISTMENT (1-48 MONTHS) PERSONNEL  
 (N=95)

DUTIES	PERCENT TIME SPENT
A PERFORMING GENERAL AIRCREW EGRESS MAINTENANCE ACTIVITIES	53
B MAINTAINING ADVANCED CONCEPT EJECTION SEAT (ACES II) SYSTEMS	21
G MAINTAINING F-16 EGRESS SYSTEMS	7
K PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	4
E MAINTAINING B-52 EGRESS SYSTEMS	3
Q PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2
M PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1
C MAINTAINING B-1B EGRESS SYSTEMS	1
F MAINTAINING F-15 EGRESS SYSTEMS	1
L PERFORMING GENERAL AIRCRAFT MAINTENANCE ACTIVITIES	1
N PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1
P PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	1
I MAINTAINING F-117 EGRESS SYSTEMS	1
D MAINTAINING B-2 EGRESS SYSTEMS	1
O PERFORMING TRAINING ACTIVITIES	*
J MAINTAINING AT-38 OR T-38 EGRESS SYSTEMS	*
H MAINTAINING F-22 EGRESS SYSTEMS	*

\* Less than 1 percent

TABLE 32  
REPRESENTATIVE TASKS PERFORMED BY AFSC 2A6X3  
FIRST-ENLISTMENT (1-48 MONTHS) PERSONNEL  
(N=95)

TASKS		PERCENT MEMBERS PERFORMING
A0097	Remove or install ejection seat lap-belts	98
A0113	Remove or install safety pins, struts, caps, or plugs	97
A0105	Remove or install ejection seats	96
A0066	Perform operational checks of inertia reels	96
A0112	Remove or install inertia reels, linkages, cables, straps, harnesses, or controls	96
A0007	Determine egress systems explosive components service-life or shelf-life	95
A0058	Perform cockpit foreign object inspections	94
A0073	Raise or lower ejection seats to or from maintenance positions	94
A0088	Remove or install ejection seat catapults	94
A0104	Remove or install ejection seat survival kits	94
A0117	Transport egress systems explosive components	93
A0004	Arm or dearm ejection systems	93
A0010	Inspect ballistic gas hoses	92
A0096	Remove or install ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	92
A0034	Inspect ejection seat lap-belts	92
A0087	Remove or install ejection seat aircrew personal parachutes	91
A0093	Remove or install ejection seat emergency oxygen system components	91
A0033	Inspect ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	91
B0148	Remove or install ACES II emergency power supplies	91
B0156	Remove or install ACES II STA-PAC assembly components	91
A0041	Inspect ejection seat rails	91
B0149	Remove or install ACES II environmental sensors	89
A0050	Inspect inertia reels, linkages, cables, straps, harnesses, or controls	89
B0150	Remove or install ACES II mortar disconnect assemblies	89
B0152	Remove or install ACES II recovery sequencers	89
A0043	Inspect ejection seat structures	88
A0090	Remove or install ejection seat drogue guns	88
A0029	Inspect ejection seat drogue guns	88
A0027	Inspect ejection seat catapults	87
B0134	Perform operational checks of ACES II ejection-control safety levers	87
A0032	Inspect ejection seat emergency oxygen systems	87
A0067	Perform operational checks of lap-belt release mechanisms	87
A0084	Remove or install CADs/PADs or explosives	86
A0086	Remove or install egress systems lines, tubes, or hoses	86
B0131	Inspect ACES II sequence-start switches	86
A0024	Inspect egress systems lines, tubes, or hoses	86
B0142	Perform operational checks of ACES II sequence-start switches	86
A0051	Inspect safety pins, struts, caps, or plugs	86
B0151	Remove or install ACES II recovery parachutes	85
A0059	Perform corrosion control on aircrew egress systems	85

\* Average Number of Tasks Performed – 147

TABLE 33

RELATIVE PERCENT TIME SPENT ON DUTIES BY AFSC 2A6X3  
 FIRST-JOB (1-24 MONTHS) PERSONNEL  
 (N=46)

DUTIES	PERCENT TIME SPENT
A PERFORMING GENERAL AIRCREW EGRESS MAINTENANCE ACTIVITIES	53
B MAINTAINING ADVANCED CONCEPT EJECTION SEAT (ACES II) SYSTEMS	21
G MAINTAINING F-16 EGRESS SYSTEMS	8
K PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	4
E MAINTAINING B-52 EGRESS SYSTEMS	3
Q PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2
C MAINTAINING B-1B EGRESS SYSTEMS	1
M PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1
F MAINTAINING F-15 EGRESS SYSTEMS	1
L PERFORMING GENERAL AIRCRAFT MAINTENANCE ACTIVITIES	1
N PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1
P PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	1
O PERFORMING TRAINING ACTIVITIES	*
D MAINTAINING B-2 EGRESS SYSTEMS	*
I MAINTAINING F-117 EGRESS SYSTEMS	*
J MAINTAINING AT-38 OR T-38 EGRESS SYSTEMS	*
H MAINTAINING F-22 EGRESS SYSTEMS	*

\* Less than 1 percent

TABLE 34  
 REPRESENTATIVE TASKS PERFORMED BY AFSC 2A6X3  
 FIRST-JOB (1-24 MONTHS) PERSONNEL  
 (N=46)

TASKS		PERCENT MEMBERS PERFORMING
A0105	Remove or install ejection seats	98
A0113	Remove or install safety pins, struts, caps, or plugs	98
A0112	Remove or install inertia reels, linkages, cables, straps, harnesses, or controls	98
A0097	Remove or install ejection seat lap-belts	98
A0073	Raise or lower ejection seats to or from maintenance positions	96
A0088	Remove or install ejection seat catapults	96
A0007	Determine egress systems explosive components service-life or shelf-life	96
A0066	Perform operational checks of inertia reels	96
A0104	Remove or install ejection seat survival kits	93
A0096	Remove or install ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	93
B0150	Remove or install ACES II mortar disconnect assemblies	93
B0148	Remove or install ACES II emergency power supplies	93
A0004	Arm or dearm ejection systems	93
A0117	Transport egress systems explosive components	91
A0058	Perform cockpit foreign object inspections	91
A0093	Remove or install ejection seat emergency oxygen system components	91
B0149	Remove or install ACES II environmental sensors	91
B0156	Remove or install ACES II STA-PAC assembly components	91
B0152	Remove or install ACES II recovery sequencers	91
A0034	Inspect ejection seat lap-belts	91
A0067	Perform operational checks of lap-belt release mechanisms	91
A0010	Inspect ballistic gas hoses	89
A0090	Remove or install ejection seat drogue guns	89
B0155	Remove or install ACES II STA-PAC assemblies, other than components	89
B0144	Remove or install ACES II drogue severance cutters	89
A0027	Inspect ejection seat catapults	89
A0043	Inspect ejection seat structures	89
B0134	Perform operational checks of ACES II ejection-control safety levers	89
B0142	Perform operational checks of ACES II sequence-start switches	89
A0041	Inspect ejection seat rails	89
B0151	Remove or install ACES II recovery parachutes	87
B0138	Perform operational checks of ACES II environmental sensors	87
A0024	Inspect egress systems lines, tubes, or hoses	87
A0086	Remove or install egress systems lines, tubes, or hoses	87
A0033	Inspect ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	87
B0157	Remove or install ACES II trajectory divergence rockets	87
A0032	Inspect ejection seat emergency oxygen systems	87
B0132	Inspect ACES II STA-PAC assembly components	87
B0131	Inspect ACES II sequence-start switches	87

\* Average Number of Tasks Performed - 147

### Training Emphasis (TE) and Task Difficulty (TD) Data

TE and TD data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank-ordering of those tasks in the JI considered important for first-enlistment personnel training (see Table 35 for the top-rated tasks), along with a measure of the difficulty of the JI tasks (see selected high rated tasks presented in Table 36). When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

Table 35 presents tasks with the highest TE ratings for AFSC 2A6X3 first-enlistment airmen, while Table 36 displays those tasks AFSC 2A6X3 raters judged to be most difficult to learn. For example, TE raters (refer to Table 35) reported that tasks such as removing and installing injection seats require a lot of training emphasis and, from the data, most airmen in their first job and within their first enlistment are performing these tasks. Table 36 shows TD raters reported writing that determining condition of egress components at aircraft crash sites to be among the most difficult tasks to learn. However, due to the low numbers of individuals performing these types of tasks, these tasks would be inappropriate for including in a resident curriculum and is more appropriately taught as an OJT item.

Various lists of tasks, accompanied by TE and TD ratings, and where appropriate, ATI information, are contained in the TRAINING EXTRACT package and should be reviewed in detail by training school personnel. (For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the **SURVEY METHODOLOGY** section of this report.)

TABLE 35

## TASKS RATED HIGHEST IN TRAINING EMPHASIS

TASKS	TNG EMP*	PERCENT MEMBERS PERFORMING		TASK DIFF*
		1ST JOB (N=46)	1ST ENL (N=95)	
A0105 Remove or install ejection seats	6.92	98	96	5.09
B0148 Remove or install ACES II emergency power supplies	6.59	93	91	4.65
B0152 Remove or install ACES II recovery sequencers	6.57	91	89	6.85
B0149 Remove or install ACES II environmental sensors	6.49	91	89	3.67
B0151 Remove or install ACES II recovery parachutes	6.46	87	85	4.68
B0150 Remove or install ACES II mortar disconnect assemblies	6.43	93	89	4.76
B0155 Remove or install ACES II STA-PAC assemblies, other than components	6.16	89	84	4.15
A0104 Remove or install ejection seat survival kits	6.11	93	94	3.37
B0156 Remove or install ACES II STA-PAC assembly components	6.03	91	91	5.15
A0090 Remove or install ejection seat drogue guns	6.00	89	88	4.45
A0073 Raise or lower ejection seats to or from maintenance positions	5.97	96	94	4.65
B0157 Remove or install ACES II trajectory divergence rockets	5.92	87	81	3.80
B0136 Perform operational checks of ACES II emergency power supplies	5.92	80	81	5.08
A0088 Remove or install ejection seat catapults	5.89	96	94	4.65
B0154 Remove or install ACES II sequence-start switches	5.86	83	83	5.66
A0007 Determine egress systems explosive components service-life or shelf-life	5.84	96	95	5.20
B0142 Perform operational checks of ACES II sequence-start switches	5.78	89	86	3.98
A0004 Arm or disarm ejection systems	5.78	93	93	1.87
B0139 Perform operational checks of ACES II mortar disconnect assemblies	5.76	78	80	4.76
B0135 Perform operational checks of ACES II emergency manual parachute deployment systems	5.76	83	83	5.20
B0138 Perform operational checks of ACES II environmental sensors	5.76	87	85	5.32
A0084 Remove or install CADs/PADs or explosives	5.76	80	86	5.78

\* Mean TE Rating is 2.18, and Standard Deviation is 1.61 (High TE = 3.79)

\*\* Average TD Rating is 5.00



TABLE 36

TASKS RATED HIGHEST IN TASK DIFFICULTY  
(FIRST JOB, FIRST ENLISTMENT, AND TAFMS GROUPS)

TASKS	TASK DIFF	1ST JOB (N=46)	1ST ENL (N=95)	PERCENT MEMBERS PERFORMING				TNG EMP
				3-SKL LVL (N=101)	5-SKL LVL (N=126)	7-SKL LVL (N=86)		
A0006	8.27	15	17	18	27	29	1.19	
F0277	7.61	24	26	31	35	34	3.46	
F0284	7.60	26	27	32	33	31	3.81	
A0102	7.50	70	72	68	62	42	4.43	
A0116	7.49	57	57	54	52	41	4.05	
G0299	7.07	65	59	55	53	30	3.97	
G0305	7.03	46	45	43	53	31	2.84	
B0152	6.85	91	89	90	90	63	6.57	
E0244	6.73	7	6	6	3	6	1.41	
G0303	6.57	48	42	40	44	24	2.54	
G0304	6.52	61	56	52	54	31	3.51	
E0270	6.49	7	7	7	3	7	1.76	
E0272	6.49	7	7	7	3	6	1.16	
E0268	6.49	7	7	7	3	6	1.78	
A0048	6.45	57	49	52	46	47	2.86	
F0280	6.42	26	26	31	35	35	3.35	
C0160	6.41	9	7	8	3	7	.89	
A0110	6.35	59	51	53	46	41	4.05	
doors								
I0329	6.30	2	7	7	6	5	1.14	
I0339	6.30	2	7	7	5	5	1.70	
I0333	6.30	2	6	6	6	5	1.16	
I0327	6.30	2	7	7	5	5	1.59	
* Mean TE Rating is 2.18, and Standard Deviation is 1.61 (High TE =3.79)								
** Average TD Rating is 5.00								

### Specialty Training Standard (STS)

A comprehensive review of STS 2A6X3, dated January 1999, compared STS items to survey data (based on the previously mentioned assistance from subject-matter experts in matching JI tasks to STS elements). STS paragraphs containing general knowledge information, mandatory entries, subject-matter-knowledge-only requirements, or basic supervisory responsibilities were not examined. Task knowledge and performance elements of the STS were compared against the standard set forth in AETCI 36-2601 and AFI 36-2623 (i.e., include tasks performed or knowledge required by 20 percent or more of the personnel in a skill level (criterion group) of the AFS).

Overall, the STS provides very comprehensive coverage of the work performed by personnel in this career ladder, with survey data supporting all of the essential paragraphs or subparagraphs.

Tasks not referenced to any element of the STS are listed at the end of the STS computer listing. These tasks were reviewed to determine if there were any tasks concentrated around any particular function or job. Those technical tasks performed by 20 percent or more respondents of the STS target groups, but which were not referenced to any STS element, are displayed in Table 37. Training personnel and SMEs should review these unreferenced tasks to determine if inclusion in the STS is justified.

TABLE 37

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE  
GROUP MEMBERS AND NOT REFERENCED TO THE STS

TASKS	PERCENT MEMBERS PERFORMING					TNG EMP	TASK DIF
	1ST JOB (N=46)	1ST ENL (N=95)	3-SKL LVL (N=101)				
A008							
A0077							
B0146							
B0153							
G0290							

\* Mean TE Rating is 2.18, and Standard Deviation is 1.61 (High TE =3.79)

\*\* Average TD Rating is 5.00

## **JOB SATISFACTION ANALYSIS**

An examination of the job satisfaction indicators of various groups can give career ladder managers a better understanding of some of the factors which may affect the job performance of airmen in the career ladder. Attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions were included in the survey disk to provide indications of job satisfaction.

Table 39 presents job satisfaction data for AFSC 2A6X3 TAFMS groups, together with TAFMS data for a comparative sample of Logistics career ladders surveyed in 1999. Across all three TAFMS groups, the 2A6X3 personnel rated perceptions of job interest slightly lower than the comparative sample. Second enlistment and career groups rated the utilization of training higher than the comparative sample. Reenlistment intentions are rated lower for 2A6X3 personnel than the comparative sample.

An indication of how job satisfaction perceptions have changed over time is provided in Table 40, where again TAFMS data for the current survey respondents are presented, along with data from the last occupational survey report. Reviewing this table, current survey satisfaction ratings for job interest and sense of accomplishment gained from work of talents are lower than the previous survey across all TAFMS groups. The second enlistment and career groups rated utilization of training lower than the previous survey, while the first enlistment group was rated much lower. Reenlistment intentions for first- and second-enlistment airmen are much lower than the previous survey. Although the career airmen's intentions are much lower than the previous survey, they are higher than the first and second enlistment intentions.

In Table 41, a review of the job satisfaction data for personnel in the specialty jobs identified in this survey reveals satisfaction ratings for the ACES II and B-52 Egress jobs are generally positive. It is surprising to note the Supervisor job shows relatively low ratings for perceived utilization of training.

Table 42 reveals job satisfaction for ANG and AFRC members broken out by DAFSC. ANG members rated job interest slightly higher than their reserve counterparts. AFRC 5-skill level members reported sense of accomplishment gained from work and reenlistment intentions higher than the ANG. Both ANG and AFRC had higher job satisfaction ratings across the board than their AD counterparts.

TABLE 38

COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS  
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	2000 2A6X3 (N=95)	COMP SAMPLE (N=4646)	1999 2A6X3 (N=61)	COMP SAMPLE (N=2551)	1999 2A6X3 (N=143)	COMP SAMPLE (N=6609)
<u>EXPRESSED JOB INTEREST:</u> INTERESTING SO-SO DULL	49	53	41	56	59	71
	30	27	28	25	25	18
	21	20	31	19	16	11
<u>PERCEIVED UTILIZATION OF TALENTS:</u> EXCELLENT TO PERFECT FAIRLY TO FAIRLY WELL NOT AT ALL/VERY LITTLE	9	7	11	10	15	18
	60	57	56	60	63	65
	31	36	33	30	22	17
<u>PERCEIVED UTILIZATION OF TRAINING:</u> EXCELLENT TO PERFECT FAIRLY TO FAIRLY WELL NOT AT ALL/VERY LITTLE	7	15	20	14	23	17
	73	70	72	67	69	65
	20	15	8	19	8	18
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u> SATISFIED NEUTRAL DISSATISFIED	61	58	59	60	62	72
	19	21	15	17	19	12
	20	21	26	23	19	16
<u>REENLISTMENT INTENTIONS:</u> YES, OR PROBABLY YES NO, OR PROBABLY NO PLAN TO RETIRE	45	51	57	61	59	69
	55	49	43	39	6	10
	0	0	0	0	35	21

TABLE 39

COMPARISON OF CURRENT SURVEY AND PREVIOUS SURVEY BY TAFMS GROUPS  
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	2000 2A6X3 (N=95)	1997 2A6X3 (N=221)	2000 2A6X3 (N=61)	1997 2A6X3 (N=42)	2000 2A6X3 (N=143)	1997 2A6X3 (N=221)
EXPRESSED JOB INTEREST:						
INTERESTING	49	58	41	48	59	70
SO-SO	30	23	28	29	25	22
DULL	21	19	31	24	16	8
PERCEIVED UTILIZATION OF TALENTS:						
EXCELLENT TO PERFECT	9	**	11	**	15	**
FAIRLY TO FAIRLY WELL	60	66	56	74	63	83
NOT AT ALL/VERY LITTLE	31	34	33	26	22	17
PERCEIVED UTILIZATION OF TRAINING:						
EXCELLENT TO PERFECT	7	**	20	**	23	**
FAIRLY TO FAIRLY WELL	73	94	72	98	69	94
NOT AT ALL/VERY LITTLE	20	6	8	2	8	7
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:						
SATISFIED	61	64	59	62	62	75
NEUTRAL	19	21	15	12	19	11
DISSATISFIED	20	15	26	21	19	14
REENLISTMENT INTENTIONS:						
YES, OR PROBABLY YES	45	57	57	57	59	70
NO, OR PROBABLY NO	55	43	43	40	6	7
PLAN TO RETIRE	0	0	0	0	35	23

\*\*Information not included in previous survey

TABLE 40

COMPARISON OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS  
(PERCENT MEMBERS RESPONDING)

	ACES II Job (ST16) (N=413)	B-52 Egress Job (ST19) (N=17)	Supervisor Job (ST10) (N=12)
<u>EXPRESSED JOB INTEREST:</u>			
INTERESTING	48	73	92
SO-SO	28	27	0
DULL	24	0	8
<u>PERCEIVED UTILIZATION OF TALENTS:</u>			
EXCELLENT TO PERFECT	13	7	25
FAIRLY TO FAIRLY WELL	59	80	58
NOT AT ALL/VERY LITTLE	28	13	17
<u>PERCEIVED UTILIZATION OF TRAINING:</u>			
EXCELLENT TO PERFECT	22	13	17
FAIRLY TO FAIRLY WELL	71	87	58
NOT AT ALL/VERY LITTLE	7	0	25
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>			
SATISFIED	59	73	67
NEUTRAL	19	20	8
DISSATISFIED	22	7	25
<u>REENLISTMENT INTENTIONS:</u>			
YES, OR PROBABLY YES	53	67	42
NO, OR PROBABLY NO	32	27	0
WILL RETIRE	14	7	58

TABLE 41

COMPARISON OF ANG/AFRC JOB SATISFACTION INDICATORS BY DAFSC GROUPS  
(PERCENT MEMBERS RESPONDING)

All		5-Skill Level		7-Skill Level	
ANG 2A6X3 (N=128)	AFRC 2A6X3 (N=16)	ANG 2A653 (N=67)	AFRC 2A653 (N=7)	ANG 2A673 (N=61)	AFRC 2A673 (N=9)
84	69	88	86	80	56
12	12	6	14	18	11
4	19	6	0	2	33
21	19	18	29	26	11
70	75	74	71	67	78
9	6	18	0	7	11
31	19	34	29	28	11
65	75	60	71	70	78
4	6	6	0	2	11
86	81	84	100	88	67
9	13	12	0	7	22
5	6	4	0	5	11
82	81	84	100	80	67
13	0	15	0	10	0
5	19	1	0	10	33

EXPRESSED JOB INTEREST:

INTERESTING

SO-SO

DULL

PERCEIVED UTILIZATION OF TALENTS:

EXCELLENT TO PERFECT

FAIRLY TO FAIRLY WELL

NOT AT ALL/VERY LITTLE

PERCEIVED UTILIZATION OF TRAINING:

EXCELLENT TO PERFECT

FAIRLY TO FAIRLY WELL

NOT AT ALL/VERY LITTLE

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED

NEUTRAL

DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES

NO, OR PROBABLY NO

PLAN TO RETIRE



## IMPLICATIONS

This survey was initiated to provide current job and task data for use in evaluating the AFMAN 36-2108 *Specialty Description* and appropriate training documents.

Survey results clearly indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed in this career ladder. Career ladder training documents appear, on the whole, to be well supported by survey data. As was pointed out in the **JOB SATISFACTION ANALYSIS** section, job satisfaction responses by AFSC 2A6X3 personnel reported the utilization of training is slightly lower than the previous survey. The remaining job satisfaction indicators of job interest, perceived utilization of talents, sense of accomplishment from work, and reenlistment intentions were rated slightly lower than both the comparative sample and previous survey for first- and second-enlistment personnel. Additionally, the career ladder progression is good, with the move from technical work at the 3- and 5-skill levels to supervisory and management at the 7-skill level.

**THIS PAGE INTENTIONALLY LEFT BLANK**

APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED  
BY SPECIALTY JOB GROUPS

**THIS PAGE INTENTIONALLY LEFT BLANK**

TABLE A1

## ACES II Job (ST16)

TASKS		PERCENT MEMBERS PERFORMING (N=413)
A0034	Inspect ejection seat lap-belts	99
A0105	Remove or install ejection seats	98
A0066	Perform operational checks of inertia reels	98
B0126	Inspect ACES II pitch stabilization control (STA-PAC) assemblies	98
A0029	Inspect ejection seat drogue guns	98
B0132	Inspect ACES II STA-PAC assembly components	97
B0131	Inspect ACES II sequence-start switches	97
B0128	Inspect ACES II recovery sequencers	97
A0032	Inspect ejection seat emergency oxygen systems	97
A0033	Inspect ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	97
A0097	Remove or install ejection seat lap-belts	97
A0113	Remove or install safety pins, struts, caps, or plugs	96
A0050	Inspect inertia reels, linkages, cables, straps, harnesses, or controls	96
B0149	Remove or install ACES II environmental sensors	96
B0124	Inspect ACES II environmental sensors, other than pins	96
A0004	Arm or dearm ejection systems	96
A0027	Inspect ejection seat catapults	96
B0122	Inspect ACES II emergency power supplies	96
A0041	Inspect ejection seat rails	96
A0088	Remove or install ejection seat catapults	96
A0073	Raise or lower ejection seats to or from maintenance positions	95
A0058	Perform cockpit foreign object inspections	95
A0043	Inspect ejection seat structures	95
A0010	Inspect ballistic gas hoses	95
B0151	Remove or install ACES II recovery parachutes	95
B0130	Inspect ACES II seat sidecaps	95
A0024	Inspect egress systems lines, tubes, or hoses	95
B0134	Perform operational checks of ACES II ejection-control safety levers	95
B0125	Inspect ACES II mortar disconnect assemblies	95
B0152	Remove or install ACES II recovery sequencers	95
B0150	Remove or install ACES II mortar disconnect assemblies	95
B0156	Remove or install ACES II STA-PAC assembly components	95
A0112	Remove or install inertia reels, linkages, cables, straps, harnesses, or controls	95
A0090	Remove or install ejection seat drogue guns	95
A0093	Remove or install ejection seat emergency oxygen system components	95
A0007	Determine egress systems explosive components service-life or shelf-life	94
B0148	Remove or install ACES II emergency power supplies	94
B0155	Remove or install ACES II STA-PAC assemblies, other than components	94
B0144	Remove or install ACES II drogue severance cutters	94
A0072	Perform time compliance technical order (TCTO) modifications on egress systems	94
B0127	Inspect ACES II recovery parachute containers	93
B0138	Perform operational checks of ACES II environmental sensors	93
A0104	Remove or install ejection seat survival kits	93

TABLE A2

## B-52 EGRESS JOB (ST19)

TASKS		PERCENT MEMBERS PERFORMING (N=17)
A0050	Inspect inertia reels, linkages, cables, straps, harnesses, or controls	100
A0041	Inspect ejection seat rails	100
A0033	Inspect ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	100
A0010	Inspect ballistic gas hoses	94
A0088	Remove or install ejection seat catapults	94
A0037	Inspect ejection seat mechanical or pressure-operated initiators	94
A0105	Remove or install ejection seats	94
A0007	Determine egress systems explosive components service-life or shelf-life	94
A0058	Perform cockpit foreign object inspections	94
A0097	Remove or install ejection seat lap-belts	94
A0096	Remove or install ejection seat head-rests, back-rests, leg-rests, or arm-rest pads	94
A0024	Inspect egress systems lines, tubes, or hoses	88
A0091	Remove or install ejection seat drogue parachutes	88
A0084	Remove or install CADs/PADs or explosives	88
A0043	Inspect ejection seat structures	88
A0066	Perform operational checks of inertia reels	88
A0051	Inspect safety pins, struts, caps, or plugs	88
A0101	Remove or install ejection seat positioning actuators	88
A0112	Remove or install inertia reels, linkages, cables, straps, harnesses, or controls	88
A0034	Inspect ejection seat lap-belts	88
A0040	Inspect ejection seat positioning actuators	88
A0036	Inspect ejection seat linkages	88
A0035	Inspect ejection seat leg guards, braces, or restraint mechanisms	88
A0027	Inspect ejection seat catapults	88
A0059	Perform corrosion control on aircrew egress systems	88
A0103	Remove or install ejection seat rotary actuators	82
A0086	Remove or install egress systems lines, tubes, or hoses	82
A0020	Inspect drogue parachute installations	82
A0042	Inspect ejection seat rotary actuators	82
A0106	Remove or install ejection system mechanical- or pressure-operated initiators	82
A0104	Remove or install ejection seat survival kits	82
A0113	Remove or install safety pins, struts, caps, or plugs	82
A0073	Raise or lower ejection seats to or from maintenance positions	82
A0018	Inspect cartridge-actuated devices/pressure-actuated devices (CADs/PADs) or explosives	76
E0268	Remove or install B-52 seat actuators	76
E0262	Remove or install B-52 escape hatches	76
E0257	Perform aerodynamic sealing on B-52 hatch lifters	76
A0070	Perform periodic inspections on egress systems	76
A0117	Transport egress systems explosive components	76
A0053	Inspect survival kit installations	76
A0118	Troubleshoot ejection seat positioning mechanisms, such as cables or actuators	76
E0270	Remove or install B-52 upward or downward ejection seats	76
E0267	Remove or install B-52 rotary actuators or harnesses	76

TABLE A3  
SUPERVISOR JOB (ST10)

TASKS		PERCENT MEMBERS PERFORMING (N=12)
N0511	Inspect personnel for compliance with military standards	100
N0504	Evaluate personnel for compliance with performance standards	100
N0526	Write recommendations for awards or decorations	92
N0525	Write or endorse military performance reports	83
N0500	Establish performance standards for subordinates	83
N0505	Evaluate personnel for promotion, demotion, reclassification, or special awards	83
N0503	Evaluate job hazards for compliance with Air Force Occupational Safety and Health (AFOSH) Program	83
N0506	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	83
N0492	Develop self-inspection or self-assessment program checklists	83
P0560	Initiate requests for TDY orders	83
N0510	Initiate actions required due to substandard performance of personnel	75
O0534	Counsel trainees on training progress	75
N0512	Interpret policies, directives, or procedures for subordinates	75
N0485	Counsel subordinates concerning personal matters	75
N0483	Conduct supervisory orientations for newly assigned personnel	75
N0494	Develop or establish work methods or procedures	75
O0530	Brief personnel concerning training	75
N0479	Conduct self-inspections or self-assessments	75
P0566	Participate in TCTO meetings	75
P0568	Review TO changes	67
N0481	Conduct supervisory performance feedback sessions	67
N0478	Conduct general meetings, such as staff meetings, conferences, or workshops	67
N0490	Develop organizational or functional charts	67
N0495	Develop or establish work schedules	67
N0527	Write replies to inspection reports	67
N0502	Evaluate inspection report findings or inspection procedures	67
N0499	Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	67
P0553	Complete accident or incident reports	67
N0501	Establish procedures for accountability of equipment, tools, parts, or supplies	67
P0564	Maintain TO libraries	58
N0476	Assign personnel to work areas or duty positions	58
O0536	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)	58
O0546	Maintain training records or files	58
P0565	Maintain or update status indicators such as boards, graphs, or charts	58
P0569	Write minutes of briefings, conferences, or meetings	58
O0535	Determine training requirements	58
P0562	Maintain administrative files	58
O0537	Develop training programs, plans, or procedures	58
N0487	Determine or establish work assignments or priorities	58

**THIS PAGE INTENTIONALLY LEFT BLANK**